

The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT

OF THE

BOARD OF CONCILIATION
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1922



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Mass.; DEPARTMENT OF LABOR AND INDUSTRIES: *Board*
of conciliation and arbitration

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PUBLICATION OF THIS DOCUMENT

APPROVED BY THE

COMMISSION ON ADMINISTRATION AND FINANCE

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NOV 8 1923

STATE HOUSE, BOSTON

State Officials

OFFICIALS

OF THE

DEPARTMENT OF LABOR AND INDUSTRIES

Commissioner

E. LEROY SWEETSER

Assistant Commissioner

ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE DIVISION OF MINIMUM WAGE AND THE BOARD OF CONCILIATION AND
ARBITRATION.)

EDWARD FISHER

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REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION.

To the Commissioner of Labor and Industries.

Following is a summary of the work of the Board of Conciliation and Arbitration for the year ending November 30, 1922.

At the beginning of the year there were 409 joint applications for arbitration pending. (The explanation for so many applications pending is given under the heading "Arbitration.") During the year 183 joint applications were filed, making a total of 592. Five normality petitions were also filed and five certificates were granted. Of the arbitration cases, 10 were settled by the parties involved, 537 decisions were rendered, and four cases were either abandoned or withdrawn; 41 are pending.

CONCILIATION.

The established policy of the Board to secure, in so far as possible, information relative to threatened labor controversies and to endeavor to prevent the same, has been amply justified during the year, as in many cases adjustments have been secured where otherwise labor controversies would undoubtedly have resulted. In addition, the Board in many instances has been in communication with the parties, ready to advise and assist if they were unable to adjust their differences.

During the year the Board has investigated and acted as conciliator in 48 cases, a great majority of which have been adjusted. In all, about 500 employers and approximately 30,000 employees were involved.

Of the many labor controversies, both actual and threatened, which have engaged the attention of the Board during the year, the one which assumed the greatest magnitude was the strike in the textile industry, a brief statement of which follows:

Textile Industry. — During the months of February and March strikes in this industry occurred in Attleboro, Fitchburg, Lawrence, Lowell, Methuen and Ware. Later other strikes followed in some of these places and elsewhere within the Commonwealth. In almost all instances the mills where the strikes occurred continued in operation with a reduced number of employees, but in a majority of cases closed after operating a few days or weeks. In all, about 18,000 employees were directly involved in the strikes. The cause of this labor controversy was a reduction in wages — in a majority of cases of 20 per cent. The issue was one of wages only, no question of hours being involved; as the mills in this Commonwealth had been for some time operated upon a 48-hour week basis.

It is generally considered that the wages of the employees in this industry were low previous to the war, but during the war and for a period thereafter increases were granted at various times and in various amounts, which, added together, amounted to about 105 per cent in a majority of cases. These increases, however, being what is commonly called pyramided, — that is, granted one upon another — the actual increase was about 178 per cent over and above the pre-war wages. During this period, however, there was a reduction in hours from 54 to 48 per week. During the latter part of 1920 and the early part of 1921 a general reduction in wages of about $22\frac{1}{2}$ per cent was made in this industry.

The controversy centered to a great extent in Lawrence, where a majority of the striking operatives were employed. The Board interviewed representatives of the

employers and employees and used its utmost efforts to secure an adjustment. The employers, however, took the position that in order to continue manufacturing it was necessary to make this reduction and declined to consider any modification whatsoever or to submit the differences to arbitration. Assurance was given by one company at the time of announcing the reduction in wages that regardless of the depression in business its mill would continue full-time operation with its full force of employees if they would continue to work. A strike, however, followed. Assurances by some of the other companies announcing a reduction in wages were to the effect that they would restore wages if restoration were made later in places where strikes were in progress. Such assurances met with a favorable response on the part of the employees in some instances, and in others strikes followed. In one instance the mill closed.

At the time of this controversy, although a few crafts were well organized, a great majority of the employees were not members of trade-unions. Although the Board in its investigation ascertained that in most instances the representatives of organized employees were ready to discuss terms of adjustment, they were all opposed to continuing at work under the proposed reduction. The representatives of one organization of employees publicly offered to submit the differences to arbitration. The representatives of another declined so to do. The Board understood that the representatives of the other organizations were prepared to submit their differences to arbitration if the employers would agree to do so.

Under date of June 23, one of the mills in Lawrence, which employed more than half of the operatives on strike in that city, announced that it would resume operations and that on October 2 the question of wages would be submitted to a committee named, composed of three members, with full power to restore such portion of the wage decrease as might be found warranted and with the right to make its determinations retroactive. This proposition did not prove acceptable to the employees and later other propositions were offered, modifying to some extent the previous ones. These also did not prove acceptable. Under date of August 22 a further announcement was made by this mill that work would be resumed under the wage-scale in effect previous to March 27, the date of the strike, with a reservation that the wages in one department might be re-opened after December 1. This offer proved acceptable to the employees, and work was resumed early in September.

As was anticipated, the adjustment in this mill resulted in a settlement in the other mills in Lawrence, through a restoration of wages in effect previous to the strike. A like restoration of wages in all other places where reductions had been made soon followed, regardless of whether there had or had not been a strike. In many of the other manufacturing centers, notably Fall River and New Bedford, no reduction in wages was made, the mills continuing in operation with reduced forces and hours. In other centers reductions of 10 per cent and even 20 per cent were made without a strike resulting.

ARBITRATION.

The Board during the year has rendered decisions upon 537 joint applications for arbitration; the greatest number ever presented to the Board in any one year being filed. These, as in former years, have been chiefly in the boot and shoe industry. The reason that so many applications were pending at the beginning of the year is the fact that, with one exception, it was recognized that they were more or less related, involving substantially the same issues, and it was deemed advisable to hold hearings thereon, in so far as practicable, at about the same time. In fact, by mutual agreement of the interested parties, the hearings were all held at one time, occupying only a single day.

Following is a list of industries in which joint applications for arbitration have been filed, with the issues arbitrated thereunder, also a list of industries investigated by the Board as a conciliator, with the matters in controversy.

The Board again takes this opportunity to extend to the parties with whom it has had dealings, either personally or through its agent, its most sincere appreciation of their assistance and co-operation. It trusts and believes that a continuance of these relations will inure to the benefit of the Commonwealth.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

CONCILIATION.

Industries Affected.

Baking	Paper
Barber	Poultry
Bleachery	Retail Stores
Building	Restaurant
Coal	Sheet-metal
Clothing	Shoes
Engraving	Shovels
Fishing	Tanning
Foundry	Textile
Granite	Transportation
Heel-making	Wool-scouring
Milk	

Principal Differences.

Discharge	Wages
Conditions	Non-union employees

ARBITRATION.

Industries Affected.

Issues Arbitrated.

Boxmaking	Wages
Clothing	Wages
Coal	Wages and conditions
Shoes	Wages
Transportation	Wages and conditions

FINANCIAL STATEMENT.

	1922 Appropriations.	Expenditures.	Unexpended Balance.	1923 Estimated Expenditures.
Personal services	\$16,000 00	\$15,655 00	\$345 00	\$16,000 00
Expenses	6,000 00	5,049 65	950 35	6,000 00
Totals	\$22,000 00	\$20,704 65	\$1,295 35	\$22,000 00

Respectfully submitted,

EDWARD FISHER,
HERBERT P. WASGATT,
SAMUEL ROSS,
Associate Commissioners.

NORMALITY CASES.

Certificates of normality of business were issued to the following-named petitioners: American Leather Goods Company, Inc., Boston; Boston Nickel Plating Company, Boston; H. E. Fletcher Company, Westford; Hallet & Davis Piano Company, Boston; S. Slater & Sons, Inc., Webster.

PREFACE.

Heretofore in printing its decisions in the annual report the Board has printed each decision with the introduction in full, a portion of the introduction being in each instance where expert assistance was used as follows:

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties . . .

In order to avoid unnecessary printing and make the report more compact, this portion of the introduction and the words at the end of each decision, "By the Board," etc., are omitted. In decisions where expert assistance is not utilized the introduction is printed in full.

DECISIONS.

HUCKINS & TEMPLE, INC. — MILFORD.

DECEMBER 1, 1921.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (423)

The Board awards that there shall be a reduction of 7% in the prices paid by Huckins & Temple, Inc., at Milford for work performed upon boys' shoes.

E. E. TAYLOR COMPANY — BROCKTON.

DECEMBER 1, 1921.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and innersole-workers. (331)

The Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed: —

	Per 24 Pairs.
Lip-cementing, United Shoe machine	\$0.025
Lip-setting, United Shoe machine . . . . .	.05

CUSHMAN & HÉBERT, INC. — HAVERHILL.

DECEMBER 6, 1921.

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, Inc., shoe manufacturer of Haverhill, and stitchers, etc. (459)

The Board awards that the following prices shall be paid by Cushman & Hébert, Inc., to its employees at Haverhill for the work as there performed: —

	Per 12 Pairs.
Skiving:	
Pattern 676, top and strap, all around	\$0 30
Pattern 677; patent leather, overlap and top	10
Seamless three-strap, overlap and top	20
Seamless three-strap, vamp	04
Edging vamp on patent leather, patterns 675 and 679	06
Beveling linings	06
Acme backing, extra	01

	Per 12 Pairs.
Hand pressing:	
Pattern 676, three-strap quarter, all around	\$0 90
Seamless three-strap, top and overlap	42
Pattern 677, patent leather top	20
Seamless three-strap, patent leather top	20
Perforating:	
Pattern 677; quarter, foxing and lace	21
Top and lace on Sally two-strap, including strap	21
Imitation panel	22
Vamp on Sally two-strap	15
Top stitching:	
Sally two-strap	1 08
Pattern 676, three-strap	78
Seamless three-strap	78
Vamping seamless three-strap	60
Lining-making, Sally two-strap	18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

KNIFE BROTHERS, INC. — HAVERHILL.

DECEMBER 8, 1921.

In the matter of the joint application for arbitration of a controversy between Knife Brothers, Inc., shoe manufacturer of Haverhill, and employees. (460)

The Board awards that the following prices shall be paid by Knife Brothers, Inc., to its employees at Haverhill for the work as there performed: —

	GOODYEAR WORK.	Per Week.
Cutting department:		
Outside cutting		\$40 92
Crimping (experienced employees)		22 50
Cloth-lining cutting:		
By hand		36 52
By machine		28 60
Trimming cutting		28 60
Block cutting		27 00
Moccasin innersole cutting		22 50
Top cutting		34 32
Skiving		21 60
Stitching department:		
Sample stitching		22 50
Fancy stitching		20 25
Floor girls		20 25
Cobbling		20 25
Lasting department:		
Putting up lasts and uppers		26 50
Crowning		28 00
Welt department:		
Tack inspecting and checking shoes		23 00
Cobbling		27 00
Sole-leather department:		
Casing outsoles, first man		28 00
Toplift sorting and moulding		22 00
Stock rolling and splitting		22 50
Re-dieing innersoles		24 00
Treeing and packing department:		
Inspecting shoes		20 00
Repairing:		
Gun metal		21 00
Tan		20 00
Dressing		20 00
Operations other than those specified, 10% reduction.		

	Per 12 Pairs.					Wing Tip.	Back- stay.
	Vamp.	Tip.	Top.	Foxing.	Fly.		
Cutting by machine:							
Whole-quarter blucher	\$0 26	\$0 06	\$0 21				
Straight foxed blucher	26	06	16	\$0 10			
Seamless blucher	26	06	16				
Seamless bal.	26	06	16				
Plain-toed bal.	26		16				
Seamless button	26	06	16		\$0 06		
Congress	26	06	21				
Plain-toed Congress	26		21				
Foxed button bal.	26	06	16	10	06		
Plain-toed blucher	26		21				
Straight foxed blucher, plain-toed	26		16	10			
Seamless bal., pattern 216:							
Black calf	26		16			\$0 09	
Colored calf; extra, \$0.07	26		16			09	
Blucher oxford	26	06	12				
Straight foxed blucher oxford	26	06	12	10			
Seamless button oxford	26	06	13		05		
Circular-seam, foxed button oxford,							
foxing and tip	26	06	13	10	05		
Circular-seam oxford	26	06	12				
Colored whole-quarter blucher; extra,							
\$0.07	26	06	21				\$0 05
Colored button bal., extra, \$0.07	26	06	16		06		05
Prince Albert, plain-toed	24		22				
Southern tie, plain-toed	24		21				
Colored, $\frac{1}{2}$ seamless, foxed bal.; extra,							
\$0.07	26	06	16	10			
Dover foxed bal.	26	06	16	10			
Other colored shoes; extra, \$0.07.							

						Per Hour.	
Outsides						\$0 93	
Tops						78	
Innersoles						51 $\frac{3}{4}$	

	Per 12 Pairs.					Wing Tip.	Back- stay.
	Top.	Fly.					
Tops:							
Blucher or bal.						\$0 16	
Button						16	\$0 06
Button oxford						13	05
Congress						21	
Blucher oxford						12	
Circular-seam oxford						12	
Circular-seam, foxed button oxford						13	05
Seamless button oxford						13	05
Straight foxed blucher oxford						12	

	Per 12 Pairs.					Wing Tip.	Holes.	Back- stay.
	Vamp.	Tip.	Top.	Foxing.	Fly.			
Cutting by hand:								
Whole-quarter blucher	\$0 39	\$0 10	\$0 29					
Straight foxed blucher	39	10	23	\$0 15				
Seamless blucher	46	10	25					
Seamless bal.	44	10	23					
Plain-toed bal.	47		23					
Seamless button	44	10	25		\$0 08			
Congress	44	10	29					
Plain-toed Congress	47		29					
Foxed button bal.	40	10	25	15	08			
Plain-toed blucher	42		29				\$0 04	
Straight foxed, plain-toed blucher	42		23	15			04	
Seamless bal., pattern 216:								
Black calf	44		23			\$0 17	16	
Colored calf; extra, \$0.11	44		23			17	16	
Blucher oxford	37	10	19					
Straight foxed blucher oxford	38	10	20	15				
Seamless button oxford	44	10	21		08			

	Vamp.	Tip.	Top.	Foxing.	Fly.	Wing Tip.	Holes.	Back- stay.
Cutting by hand — <i>Con.</i>								
Circular-seam, foxed button ox- ford, foxing and tip	\$0 37	\$0 10	\$0 22	\$0 15	\$0 08			
Circular-seam oxford	37	10	19					
Colored whole-quarter blucher; extra, \$0.11	39	10	29					\$0 06
Colored button bal.; extra, \$0.11	44	10	25		08			
Prince Albert, plain-toed	44		30					
Southern tie, plain-toed	44		29					
Circular-seam oxford, plain-toed	40		19					
Saddle foxed bal.	40	10	23	15			\$0 10	
Saddle No. 1, \$0.12; sad- dle No. 2, \$0.24.								
Seamless oxford	44	10	20					
One-half seamless bal., foxed	39	10	23	15			02	
Dover foxed bal.	39	10	23	15				
Circular-seam, foxed oxford, style 6	37	10	20	15				
Foxed oxford, Andover	37	10	20	15			02	
Dexter bal.	39	10	29					
Colored shoes; extra, \$0.11:								
Swag circular-seam oxford, wing tip	37	23	19				10	
Brogue foxed oxford, wing tip	37	30	20	15			12	
Alamo oxford	37	10	19				10	
Dexter oxford	37	10	19					
Swag circular-seam bal., wing tip	37	23	29				10	
Andover foxed bal.	39	10	23	15			02	
Hockey, circular-seam ox- ford, wing tip	37	30	19				16	
Raglan, circular-seam bal., wing tip	39	17	29				06	
Hockey, circular-seam bal., wing tip	37	30	29				16	
Other colored shoes, extra, \$0.11.								
Outside facing, \$0.10.								

	Per Hour.
Outsides	\$0 93
Tops	78
Innersoles	51 $\frac{3}{2}$

	Top.	Per 12 Pairs. Fly.	Holes.
Tops:			
Blucher or bal.	\$0 23		
Button	25	\$0 08	
Button oxford	21	08	
Congress	29		
Cloth button	14		
Cloth bal.	12		
Milo blucher	23		\$0 04 (2)
Berkeley button	25	13 $\frac{1}{2}$	06 (3)
Tango blucher	23		08 (4)
Blucher oxford	19		
Circular-seam, foxed button oxford	22	08	
Seamless button oxford	21	08	
Straight foxed blucher oxford	20		
Wala button	25	08	06
Saddle foxed bal.	23		04
Berkeley blucher	23		06

	Per 12 Pairs.
Stitching department:	
Perforating:	
Tips on plate	\$0 01 $\frac{1}{2}$
Lace row, vamps, etc., one operation	Per hour, \$0 45
Foxing, on plate or machine (29M)	Per hour, 45
Pinking tips	Per hour, 45
Scalloping tips	Per hour, 45

Per 12 Pairs.

Stitching department — *Con.*

Stamping:

Linings, case number and size	\$0 01 $\frac{1}{4}$
Innersoles, "Patent applied for"	01 $\frac{1}{4}$
Heel-pods	02 $\frac{3}{4}$
Case number on innersoles	01
Faced oxford linings	02
Goodyear innersoles by hand (union stamp)	01 $\frac{1}{4}$
Stock number on linings	01
Marking linings (pen and ink)	02
Marking vamps for tips and quarters	02 $\frac{1}{2}$
Marking center on vamps	02 $\frac{1}{4}$
Punching linings for heel stays	01 $\frac{1}{4}$
Punching faced oxford linings	01 $\frac{1}{2}$
Marking gores	01 $\frac{1}{4}$
Folding Congress linings	02
Marking lace rows:	
No. 9	02 $\frac{1}{2}$
9-41	05
63 blucher	03 $\frac{3}{4}$
77-28	02 $\frac{1}{4}$
8 blucher	03
108 oxford, double mark	04 $\frac{1}{2}$
88 blucher	04
63 oxford	04
103	05 $\frac{1}{2}$
97 blucher	04 $\frac{1}{4}$
102-112-110	05
88 oxford	04 $\frac{1}{4}$
20	03 $\frac{1}{4}$
8 oxford	03 $\frac{1}{4}$
105 oxford	03
100 blucher or bal.	04 $\frac{1}{2}$
0-01	03 $\frac{3}{4}$
9-0	05
42-42 $\frac{1}{2}$	03 $\frac{1}{4}$
4	03

Doubling:

Short vamps	02 $\frac{1}{4}$
Long vamps	03
Bal. or blucher tops	03 $\frac{3}{4}$
Oxford tops	02 $\frac{1}{2}$
Oxford quarters	03 $\frac{3}{4}$
Foxings	02 $\frac{1}{4}$
Tips	01 $\frac{1}{4}$
Covering perforated tips	01 $\frac{1}{2}$
Vamp pieces at throat	01 $\frac{1}{2}$
Toe pieces for box toe	01 $\frac{1}{2}$
Eyelet stays, by machine	03
Backstays, No. 3 only	01 $\frac{1}{4}$
Lining tongues	02
Vici tops or vamps, extra	00 $\frac{1}{4}$
Backing for lace-row perforation	03
Button stays, by machine	03
Side pieces, paper, blucher vamps	03 $\frac{1}{4}$
Stitching toe butts	03 $\frac{1}{4}$

Stitching tips:

Regular	05
Army seamless blucher	05 $\frac{1}{2}$
Wing	
Pointed, No. 043	Per hour, \$0 45
	Per hour, 45
Corded:	
One row, Union Special machine	05 $\frac{1}{2}$
Second row, 2d operation	03 $\frac{1}{2}$
Leather box	05 $\frac{1}{4}$

Closing, without welt:

Tops:	
Blucher, bal. or button, No. 7 backstay	03
Blucher or bal., whole quarter	03 $\frac{1}{4}$
Southern tie	02 $\frac{1}{4}$
Oxford quarters	03
Foxings	03
Bal. vamps:	
One seam	03 $\frac{1}{4}$
Two seams	06 $\frac{1}{4}$

Per 12 Pairs.

Stitching department — *Con.*Closing, without welt — *Con.*

Leather linings	\$0 03
Button fly, Singer machine	05½

Closing, with welt:

Vamps:

One seam	04
Two seams	07
Oxfords, one seam	03½
Foxings	03¾
Prince Albert	04

Stitching lace rows:

Single-needle machine:

No. 9	05½
63, one row	10
8, one row	08
88, one row	12
0-01	10
88, two rows	20½
63, two rows	13½
20, one row	08½
100, one row	13
4, one row	06¾
102, one row	13½
42, one row	08½
42½, one row	08
9-41, one row	09½
110, one row	13

Double-needle machine:

63, two rows	12
0-01, two rows	11
9, two rows	06
20, two rows	10½
88, two rows	14
100, two rows	15½
8, two rows	10
97, two rows	35
4, two rows	08
102, two rows	16
102, four rows	32
42, two rows	10½
42½, two rows	10
9-41, two rows	11
110, two rows	15

Stitching tongues:

Blucher	05
Blucher, and holding lining	06½
Bellows tongue, two rows	15

Stitching lining on tongues

04½

Rubbing down:

By machine:

Blucher or bal. tops	01½
Button tops, front and back	02½
Button tops, back	01½
Vamps	01
Foxings	01

By hand:

Whole-quarter blucher, 16½ backstay	02
Oxfords	01½
Leather linings	01¾
Vamps:	
One seam	01½
Two seams	02½
Army seamless	01½

Staying:

Foxings	03
-------------------	----

Bal. vamps:

Two seams with tape	08½
One seam with tape	04½
Alta bal., full-length back seam	04½

Stitching backstays:

No. 7 or No. 6 oxford or bal.	07
3	06½

Per 12 Pairs.

Stitching department — *Con.*Stitching backstays — *Con.*

15 or 16½, whole-quarter blucher or bal.:

Including holding strap

\$0 12

Without strap

10½

17, two rows

13½

5 army

07

Hooking:

With stay

04

Without stay

03

On top of eyelet

Per hour, \$0 45

04

Large nickel hooks by hand

Per hour, 45

08

Pressing, by machine:

Blucher, No. 6 fitting

07½

Blucher fronts, No. 5 fitting

05

Bal. fronts

05

Blucher oxfords

07½

Blucher or bal., No. 15 fitting

05½

Bal., No. 6 fitting

06½

Button bal., No. 6 fitting, one operation

07

Circular-seam oxford

05

Tips

01½

Congress, front and back

08½

Prince Albert, front and back

Per hour, \$0 45

05½

Southern ties

Per hour, 45

05½

Button oxford

06½

Bal. vamp

05½

Button fly

04

Cementing for pressing, except tips

02½

Cementing tips for pressing

01½

Pressing, including cementing:

Blucher, No. 6 fitting

10

Blucher fronts

07½

Bal. fronts

07½

Blucher oxford

10

Button oxford

09½

Blucher or bal., No. 15 fitting

08

Bal., No. 6 fitting

09

Button bal., No. 6 fitting, one operation

10

Circular-seam oxford

08½

Tips

03

Congress, front and back

11

Southern-tie quarters

Per hour, \$0 45

08½

Prince Albert, front and back

Per hour, 45

08½

Bal. vamp

08½

Button fly

06½

Stitching foxing

13

Stitching foxing or vamp, one blind row under perforation

Per hour, \$0 45

Making linings:

Bal., stitching stay and holding tongue

15½

Button, stitching heel stay

12

Blucher, stitching across heel stay

13

Blucher oxford

06½

Circular seam oxford

13½

Leather-faced oxford

15½

Button oxford

09

Congress

Per hour, \$0 45

03

Blucher or bal., leather, one seam

05

Stitching inside heel stay

01

Trimming top facing

03½

Stitching on top facing, Rapid machine

Stitching inside labels

Per hour, \$0 45

Stitching facings:

Outside facings

Per hour, \$0 45

06

Regular bal.

12

Tango top facing or collar

Per hour, \$0 45

07½

Pinked or perforated, two rows, single-needle

Per hour, 45

03

Oxford

Per hour, 45

04

Stitching around top, cloth button boot

Stitching flexible innersoles

10

Cementing:

Flexible innersoles

04

Dixie innersoles

03½

Per 12 Pairs.

Stitching department — *Con.*Cementing — *Con.*

Cushion innersoles, including marking sizes and turning down edges	Per hour, \$0 45	\$0 17
Lining for cording		01 $\frac{3}{4}$
Cording, complete job		06 $\frac{3}{4}$
Cementing for cording		01 $\frac{3}{4}$
Closing on		05
Top-stitching:		
Bal., No. 4 or No. 5 backstay:		
Without V		13
Without V, pressed front		13
Bal., No. 3 backstay		13 $\frac{1}{2}$
Button oxford, leather lining		16
Blucher oxford, leather lining		15
Button bal., including turning		15 $\frac{1}{2}$
Blucher bal.		14 $\frac{1}{2}$
Southern tie		21 $\frac{1}{2}$
Circular-seam oxford, leather lining		13 $\frac{1}{2}$
Berkeley or Wala button:		
Including extra row on button-fly		27
V, extra		01
Including extra row on button-fly and turning (top corded)	Per hour, \$0 45	17
Plain or pressed blucher, bal. or button, held on		21 $\frac{1}{2}$
Army blucher, bellows tongues		40 $\frac{1}{2}$
Extra row:		
Button		02
Other shoes		02 $\frac{1}{4}$
Fitting Congress	Per hour, \$0 45	29
Fitting Prince Albert	Per hour, 45	15
Siding-up Congress	Per hour, 45	13
Eyeletting:		
Regular eyelets:		
5		03 $\frac{1}{2}$
6		03 $\frac{1}{2}$
10		05 $\frac{1}{4}$
Invisible eyelets:		
5		03 $\frac{1}{2}$
6		03 $\frac{1}{2}$
10		05 $\frac{1}{2}$
Eyelets under hooks	Per hour, \$0 45	03
Setting large nickel eyelets by hand	Per hour, 45	05 $\frac{1}{4}$
Setting second eyelets by hand	Per hour, 45	05 $\frac{1}{4}$
Trimming:		
Blucher, for vamping		01 $\frac{3}{4}$
Top facing on lining		02 $\frac{1}{4}$
Buttonholes		01 $\frac{1}{4}$
Backstay, No. 40 fitting		01 $\frac{1}{2}$
Side facing for cording		02 $\frac{1}{4}$
Blackening edges, plain		01 $\frac{3}{4}$
Sizing quarters		00 $\frac{3}{4}$
Sizing vamps		01
Matching vamps and quarters for vamping		01
Working buttonholes; Reece, Rapid or United machine;		
\$0.05 per 100	Per hour, \$0 45	
Marking for buttons	Per hour, 45	03 $\frac{1}{2}$
Marking for buttonholes, samples	Per hour, 45	04
Finishing buttonholes	Per hour, 45	03
Finishing buttonholes, oxfords	Per hour, 45	01 $\frac{1}{2}$
Sewing buttons:		
Bal.	Per hour, 45	03
Oxford	Per hour, 45	02
Stitching tape on button-fly:		
Bal.	Per hour, 45	02
Oxford	Per hour, 45	01 $\frac{1}{2}$
Vamping:		
Bal., button or Congress, double-needle machine:		
Two close rows		35 $\frac{1}{2}$
Two space rows		35 $\frac{1}{2}$
Blucher, bal. or oxford, double-needle machine:		
Two close rows with bar		23
Two space rows, no bar		18 $\frac{1}{2}$
Seamless blucher with bar		35 $\frac{3}{4}$
Blucher, two close rows, no bar		18 $\frac{1}{2}$

Per 12 Pairs.

Stitching department — *Con.*Vamping — *Con.*

Blucher, single-needle machine, two rows with bar	\$0 34
Regular circular-seam bal., oxford or brogue, foxed, two rows	21
Regular circular-seam bal. or oxford, double-needle machine, four rows	40
Button, circular-seam oxford or Prince Albert, including holding tongue	21
Regular circular-seam oxford, bal. or brogue, foxed, single-needle machine, two rows	31
Bal., button or Congress, two rows, close or space, Beacon doubler vamp	35½
Perforated bal., single-needle machine, two rows	48
Army seamless blucher, with bar:	
Double-needle machine, four rows	75
Single-needle machine, two rows	56
Circular-seam bal. or oxford, Kosmo, Alta, Alamo, Eton, Kosdex, Dexter, Rodex; 11, 12, 13, 14, 18, 19, 10, 15; double-needle machine	27
Single-needle machine	45
Wana hockey oxford or bal. brogue:	
Double-needle machine:	
Two rows	24
Four rows	45
Single-needle machine, two rows	35
Barring:	
Whole-quarter blucher front, two bars	04¼
Foxed blucher back or regular bal., one bar	02¾
Button front or back, two bars	04
Button-fly, one bar	02¾
Gumming toes	03¼
Machine or hand lacing, with string:	
Bal. or bal. oxford	03¼
Blucher or blucher oxford	02¾
Ellis lacing by hand, blucher, one eyelet	02¼
Buttoning	05¼

Lasting department:

Tacking innersoles:	
Gem, five tacks	03½
Flexible, nine tacks	05¼
Assembling, by hand or machine:	
Including sizing, pasting and tacking counter	13
Leather box, extra	02¾
Trimming heelseats, wetting tips and chalking lasts	03½
Pulling-over	16½
Side lasting	13
Spindling, extra	03
Bed lasting, including pounding heelseats	40
Army seamless blucher, heavy tan winter or farm shoe (shoulder), extra	03
Leather box, extra	03½

Making department:

Trimming toes	02¼
Upper stapling, sides and toes	03
Side-tack pulling, felt box; side tacks, counter tack and wire	06
Knocking tacks in butts, by machine:	
Gem innersoles	\$0 01¾
Tacking shanks by machine	01¾
Filling bottoms	03
	06½
Flexible innersoles	\$0 01¾
Filling bottoms	04
	05¾
Cementing bottoms	02
Laying outsoles	05¾
Nailing heelseats:	
Regular work	03
Rubber soles	04
Double soles	04
Full rubber doubler and heel piece	04
Welting:	
Regular work	22
Rubber welt, double price	
Pulling innersole tacks:	
Gem, five tacks	03½
Flexible, nine tacks	04¾
Trimming innerseams:	
New machine	04¾
Old machine	05
Beating welts	02¾

		Per 12 Pairs.
Making department — <i>Con.</i>		
Trimming butts		\$0 03
Roughrounding, regular work		12 $\frac{1}{4}$
Roughrounding, around heel		18 $\frac{3}{4}$
Channel turning		03
Rapid stitching:		
Black stitch		26
White stitch		29
Around heel, 1 $\frac{1}{2}$ price.		
Rubber welt, double price.		
Cementing channels		03
Laying channels		03 $\frac{1}{2}$
Separating stitches		04 $\frac{1}{2}$
First wheeling		03 $\frac{1}{4}$
Trimming heelseats		03
Beating out		\$0 06
Cutting strings, pulling lasts and getting racks		04
		10
Nailing heels:		
Leather		08 $\frac{3}{4}$
Bases		07 $\frac{1}{4}$
Rubber, by machine		08 $\frac{3}{4}$
Rubber, by hand, five and seven holes		11
Placing rubber heels by hand		02 $\frac{3}{4}$
Cementing rubber heel bases		01 $\frac{1}{2}$
Slugging heels:		
Regular work		03 $\frac{1}{2}$
Two rows		07
Shaving heels:		
Regular work		05 $\frac{1}{2}$
Rubber		06
Breasting		04
Rough-scouring heels		04 $\frac{1}{2}$
Nailing shanks		02 $\frac{3}{4}$
Scouring breasts		02 $\frac{1}{4}$
Edgetrimming, including jointing and randing		33
Smooth-scouring heels:		
One paper		03
Two papers		04
Edgesetting, including blacking and brushing		19
Blacking heels		01 $\frac{1}{2}$
Heel-burnishing:		
Copeland machine		05 $\frac{1}{2}$
Expedite machine		06 $\frac{1}{2}$
Second wheeling		02 $\frac{1}{4}$
Finishing department:		
Buffing, naumkeaging and brushing, all over:		
Regular work		12
Rubber heels		09 $\frac{1}{2}$
Painting:		
Forepart, shank, breast and top-lift		04 $\frac{1}{4}$
Forepart and shank		03 $\frac{3}{4}$
Forepart		02 $\frac{1}{2}$
Bleaching:		
Forepart, shank and top-lift		02 $\frac{3}{4}$
Forepart and shank		02 $\frac{1}{2}$
Forepart		02
Blacking:		
Forepart, shank, breast and top-lift		03
Shank, breast and top-lift		02 $\frac{3}{4}$
Shank and breast		02 $\frac{1}{2}$
Breast and top-lift		02
Shank		01 $\frac{1}{2}$
Breast		01 $\frac{3}{4}$
Staining and polishing, sediment stain:		
Forepart, shank and top-lift		08 $\frac{1}{2}$
Forepart and shank		07 $\frac{3}{4}$
Forepart		07 $\frac{1}{4}$
Waxing and polishing:		
Forepart, shank and top-lift		06
Forepart and shank		05
Forepart		04
Stripping edges:		
Forepart		02
Forepart and shank		03

		Per 12 Pairs.
Finishing Department — Con.		
Wheeling bottoms, across shank		\$0 01
Burnishing and scratching slugs:		
Shank and top-lift		06½
Black bottom all over		08
Top-lift		04
Burnishing shank and breast		04
Lining in heel-pods		02½
Treeing department:		
Cabaretta		23
Velours		23
Gun metal or Texan calf		23
Vici (tan kid as colored vici)		23
Black elk (same as gun metal)		23
Glazed colt or cabaretta, as vici		23
Kangaroo calf or black winter calf		23
Satin calf		23
Colored elk, no dressing or ironing		27½
Tan Lotus or colored calf		30
Colored grain, Scotch, no dressing or ironing		27½
Patent colt		33
Tan mahogany		30
Colored shoes except vici, by hand or machine:		
Sized, tops of edges brushed, cleaned, ironed (ironed by hand if necessary when done by machine), one coat of dope, 50-50 or dressing applied; taken off, brushed and ragged		40
Polished as a separate job, \$0.09 less.		
Sized, tops of edges brushed, cleaned, ironed (ironed by hand if necessary when done by machine), one coat of dope, 50-50 or dressing applied; taken off and allowed to dry; second coat of dope, 50-50 or dressing applied; swung, brushed and ragged		45
Samples: per pair, \$0.05.		
Dressing and packing department:		
Dressing:		
All over, two coats, two handlings		05½
Gun metal vamps, two coats, two handlings		05
Tan vici, one coat		02½
Cordo calf, two coats, two handlings		05½
Lacing		03
Buttoning		03
Creasing vamps		01½
Brushing:		
Heels		\$0 01
Edges		01
Packing		03½
		05½

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

DECEMBER 23, 1921.

In the matter of the joint application for arbitration of a controversy between the L. Q. White Shoe Company of Bridgewater and treers. (228)

The Board awards that the following prices shall be paid by the L. Q. White Shoe Company at Bridgewater for the work as there performed (being the prices now paid):

	Per 24 Pairs.	
	Power Machine.	Hand Machine.
TREEING.		
Russia sides	\$0 99	\$0 99
Gun metal or velours	55	55
Black or tan vici	55	55
Box calf or box sides	45	45
Patent leather	726	726
Per week, \$28.80.		

TRIANGLE SHOE COMPANY — HAVERHILL.

DECEMBER 23, 1921.

In the matter of the joint application for arbitration of a controversy between the Triangle Shoe Company of Haverhill and employees. (489)

The Board awards that the following prices shall be paid by the Triangle Shoe Company to its employees at Haverhill for the work as there performed:—

Cutting department:	Per 12 Pairs.
Three-quarter-foxed Polish:	
Vamps	\$0 51
Quarters	27
Per hour, \$0.93.	
Extras:	
Black calf over black side or black sheep	06
Colored side over black side when cut as colors	06
Colored calf over black calf when cut as colors	06
Black kid or cabaretta over patent leather or side leather	12
Colored kid over black kid	12
Ooze calf over black calf or suede	12
Ooze cabaretta over cabaretta or suede	06
Colored ooze over black ooze or suede	06
Colored cabaretta over black cabaretta or sheep	06
Nubuck over black side leather	12
Colored Nubuck or white Nubuck when cut as colors	06
Genuine buck over Nubuck	12
Colored genuine buck over genuine buck	06
Small skins:	
25% of the skins under 4 feet; boots, colored low-cuts or seamless pumps	06
25% of the skins 3 feet or under; black low-cuts	06
Backed leather	06
Broken stock:	
Colored or black boot or seamless pump	15
Colored or black low-cuts	12
18 pairs or under, per width	12
Tips	12
Boot tongues:	
7 inches, pattern measurement	09
Over 7 inches, per inch	03
Oxford tongues	06
Heel covers	12
High-cut, per inch, quarters only	06
Facing for uniform cuts, 4 pieces (by order of the foreman)	06
Matchmarking; per piece, \$0.00 $\frac{1}{4}$	
Pricking; per hole, \$0.00 $\frac{1}{16}$	
Zinc patterns	06
Fabrics:	
Cut 4-thick, 50% of base price.	
Cut 2-thick, 75% of base price.	
Cut singly, full leather price.	
Samples, double price.	
Straight notches	00 $\frac{1}{16}$
Curved or V notches	00 $\frac{1}{8}$
Slots, per slot	00 $\frac{1}{8}$
Projections	03
Square throat, square-corner vamp	03
Irregular cut	03
Straps:	
Under $\frac{1}{2}$ inch in width, each	06
Extra length on small quarter, over 1 $\frac{1}{4}$ inches	03
Round or pointed; no extra.	
Diamond point	03
From 4 inches to 5 inches long, each	03
5 inches or longer, each	06
Combination jobs:	
Black boots or pumps with low-cuts (low-cuts the worker), on worker only	06
Two styles of black low-cuts (the smaller pattern the worker)	06
Same style (the poorer shoe the worker), on worker only	06
Full job, two styles of low-cuts (evenly divided), each pattern	06

		Per 12 Pairs.
Lasting department:		
Pulling-over:		
Vulco box, plain toe		\$0 45
Vulco box, tip		51
Gum box, plain toe		50
Gum box, tip		56
Operating Consolidated hand-method machine:		
Regular work		37
Using cutters, extra		03
Patent leather, extra		03
Spindling, extra		03
No. 94 last, extra		03
Pounding		09
Sole-laying		09½
Per hour, \$0.80.		
Over-time work (over 45 hours per week), 1½ price (by agreement).		
Samples, double price.		
Making department:		
McKay stitching, including wetting		14
Beating out, including cementing		13½
Loose nailing		04
Heeling:		
Single nailing		10
Double nailing		18
Nailing bases		08
Heel pricking		01½
Gluing base, extra		02
Slugging, 3 nails		03½
Heel shaving:		
Up to 1½		10
Louis heels		20
Breasting:		
Low heels		05
Low heels, rubber top		04
Louis heels		08
Breast scouring:		
Low heels		03
Louis heels		05
Heel scouring:		
Up to 1½		09
1½ to 1¾		10
Louis heels		18
Re-lasting		06
Edgetrimming		18
Edgesetting:		
One setting		16
Two settings		24
Randing, extra		03
Heel burnishing:		
Low heels		09
Louis heels		13
Buffing		12
Buffing, forepart and shank		10
Finishing:		
Shoes with rubber top-lifts		16
Shoes with leather top-lifts		18
Pulling lasts		03
Per hour, \$0.80.		
Stitching department:		
Skiving boots		12
Pressing vamps or tops		20
Cementing for pressing		05
Perforating:		
Lace row		08
Tips:		
Peerless machine		04
Singer machine		03
Stitching in tongues and toeing up		08
Top stitching:		
Regular work		24
Wave top		26
Making linings		14
Stamping linings		02
Fancy stitching:		
Tips		05
Lace row		10

	Per 12 Pairs.
Stitching department — <i>Con.</i>	
Cementing doublers	\$0 03
Staying:	
Vamp sides	04
Tops	05
Heels	04
Cut back, extra	01
Closing:	
Heels or sides	03½
Whole quarters	05
Polish quarters	04
Vamping	36
Marking tips	02½
Eyeletting	08
Lining tongues	09
Packing department:	
Lining in	05
Lining in with pad	07
Dressing, low-cuts	06
Lacing, one hole, and tying	05
Treeing	30
Packing:	
Per week, \$21.50.	
Per hour, \$0.47½.	

J. H. WINCHELL & CO., INC. — HAVERHILL.

DECEMBER 23, 1921.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (574)

The Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., to its employees at Haverhill for the work as there performed: —

	Per 12 Pairs.
Vamping:	
Bluchers:	
Matchmarked; no extra.	
With labels or printed top facings; no extra.	
Circular vamps:	
Golf bal., pattern No. 28	\$0 22
Du Barry, square throat and square corner:	
Plain	28
Perforated	32½
Aristo, perforated	25
Pinked edges; no extra.	
Closing leather quarter lining	03½
Assembling:	
Covered shoes; no extra.	
Leather boxes in russet shoes, extra	03
Perforated foxings; no extra.	
Pulling-over:	
Perforated tips, patterns Nos. 25, 29, 55, 56 or 57; no extra.	
Operating bed machine:	
Perforated tips, patterns Nos. 25, 29, 55, 56 or 57; no extra.	
Stitch-separating (new method)	08

METROPOLITAN COAL COMPANY — BOSTON.

JANUARY 5, 1922.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Coal Company, of Boston, and wharfmen. (1)

The issue, arising under the terms of an agreement between the Coal Exchange of Boston (of which the Metropolitan Coal Company is a member) and the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Local Union No. 68 (members of which are employees of the Metropolitan Coal Com-

pany), is whether or not twelve employees of the Metropolitan Coal Company are entitled to receive pay for October 12, 1921, a day during which no work was performed, it being a holiday.

After hearing the parties by their duly authorized representatives and considering the application and the evidence presented, the Board submits the following summary:—

This agreement, which was entered into on April 1, 1921, to be effective for a period of one year, provides in Article 4 as follows:—

The holidays recognized in this agreement are as follows: New Year's Day, Washington's Birthday, Lexington Day, Memorial Day, June 17, July 4, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day, also all days which may become legal holidays. Under no ordinary circumstances shall any member of the organization work on Labor Day. The days above mentioned shall not be deducted from the weekly wages of the teamsters, chauffeurs and wharfmen provided they are regular employees and have worked the two previous days to, and the succeeding day after, the holiday during the pay-roll week in which the holiday occurs, unless laid off during that week for lack of work by employer.

It was agreed that the employees in question were "regular employees" and did not work the week ending October 11 "for lack of work," but did work the week beginning October 12 except that, October 12 being a holiday, work was actually commenced the following day. The employees contend that an agreement was made or an understanding reached with the committee representing the coal dealers during the negotiations preceding the signing of this agreement, whereby regular employees laid off for lack of work, sickness, etc., were not to be deprived of their pay for a holiday under the terms of Article 4.

It appears from the provisions of Article 4 that the employees in question are not entitled to be paid for this holiday unless some agreement was made or reached other than is contained in this agreement. From the evidence presented it does not seem sufficiently clear that any such agreement was arranged or reached which would justify the Board's finding that Article 4 was so modified. The Board therefore awards that the employees are not entitled under the terms of the agreement to be paid for this holiday.

HILL BROTHERS COMPANY — HUDSON.

JANUARY 10, 1922.

In the matter of the joint application for arbitration of a controversy between Hill Brothers Company, shoe manufacturer of Hudson, and cutters. (526)

The Board awards that the following prices shall be paid by Hill Brothers Company at Hudson, for the work as there performed:

	Per Pair.
Cutting, by machine:	
Long bal.	\$0 03875
Full-quarter bal.	03875
Whole-quarter blucher	04
Oxford, circular vamp	03375
Wing-tip bal.	04625
Wing-tip oxford	04125
Ball-strap bal.	04375
Ball-strap oxford	03875
Blucher oxford	035
Calfskin, extra	00½

By agreement of the parties this decision shall take effect as of November 14, 1921.

LOWELL COAL MERCHANTS' ASSOCIATION MEMBERS — LOWELL.

JANUARY 12, 1922.

In the matter of the controversy between members of the Lowell Coal Merchants' Association and employees. (30)

The issue before the Board for decision, upon an informal presentation of facts in addition to those already in its possession, is whether or not the rate of wages in effect from July 1, 1921, to January 1, 1922, shall continue until March 31, 1922.

On April 1, 1921, a reduction of ten cents per hour was made in the wages of the employees of members of the Lowell Coal Merchants' Association. Conferences were held thereafter between representatives of the parties and later with the chairman of the Board, resulting in an understanding whereby three cents per hour of this reduction was restored to the employees upon July 1, to continue until the following January 1. In December the employees received notice that after January 1 the three cents per hour would be deducted from their wages. Conferences were held between representatives of the parties and also with the chairman of the Board and an agreement reached whereby the issue was left to the Board for determination.

After giving the matter full consideration the Board, having in mind among other matters the wages paid for similar work elsewhere in the Commonwealth and the reduction on April 1 last, awards that the wages of the employees in effect July 1 last shall continue for the balance of the year, to wit, until March 31, 1922. By agreement of the parties this award is to take effect as of January 1, 1922.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

JANUARY 19, 1922.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vamps. (492)

The Board awards that there shall be no change in the prices paid by Thompson Brothers Shoe Company at Brockton for vamping women's pumps, pattern No. 541, as the work is there performed on the single-needle machine (two rows); namely, \$0.831 per 24 pairs; holding in center stay, \$0.029 extra.

TEAM OWNERS' ASSOCIATION MEMBERS — BOSTON.

JANUARY 19, 1922.

In the matter of the joint application for arbitration of a controversy between members of the Team Owners' Association of Boston and employees. (22)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the items relative to holidays, wages and over-time work, which are to be incorporated into the agreement between the parties superseding the present agreement, and to be in effect from January 3, 1922, until January 2, 1923, shall be as follows:

HOLIDAYS.

The employees shall be paid only for the holidays, ten in number, specifically named in the present agreement.

WAGES.

There shall be no change in the wages paid under the terms of the present agreement.

OVERTIME WORK.

Overtime work shall be paid for as follows:

From 6 P.M. to 7 P.M., 1¼ cents per minute.
From 7 P.M. to 8 P.M., 70 cents per hour.

GEORGE E. KEITH COMPANY — BROCKTON.

JANUARY 19, 1922.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampsers. (3)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:—

		PER 12 PAIRS EXTRA OVER REGULAR CIRCULAR VAMPING.		
		Pink-tag Grade.	Blue-tag Grade.	White-tag Grade.
Vamping No. 20 quarter oxford:				
One-needle machine:				
Two rows	. . . . .	\$0 1161	\$0 0654	\$0 0871
One row	. . . . .		07	07
Two-needle machine:				
Two rows	. . . . .	1016	0726	0871
				Per 12 Pairs.
Extra row:				
One-needle machine:				
Pink-tag grade	. . . . .			\$0 1702
Blue-tag or white-tag grade	. . . . .			1507
Two-needle machine:				
Pink-tag grade	. . . . .			23
Blue-tag or white-tag grade	. . . . .			1992

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

LYNN PAPER BOX COMPANY — LYNN.

JANUARY 31, 1922.

In the matter of the joint application for arbitration of a controversy between the Lynn Paper Box Company, of Lynn, and boxmakers. (25)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be a reduction of 12½% in the wages now paid by the Lynn Paper Box Company to its employees at Lynn.

By agreement of the parties this decision is to be in effect until July 1, 1922.

LITTLEFIELD & MOULTON — LYNN.

JANUARY 31, 1922.

In the matter of the joint application for arbitration of a controversy between Littlefield & Moulton of Lynn and boxmakers. (24)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be a reduction of 12½% in the wages now paid by Littlefield & Moulton to their employees at Lynn.

By agreement of the parties this decision is to be in effect until July 1, 1922.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

FEBRUARY 2, 1922.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and employees in the stitching department. (13)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company to its employees at Marlborough for the work as there performed: —

Per 12 Pairs.

Top stitching, including stay:	
Sally sandals or patterns of like nature, including cutting out straps (as No. 2070)	\$0 80
Pattern No. 2060 or patterns of like nature, including cutting out straps (three straps)	75
Sally sandals or patterns of like nature, block pattern on strap (as No. 2090)	60
Pattern No. 2080 or patterns of like nature, block pattern on strap	48
Top stitching:	
Quarters, pattern No. 3020 or patterns of like nature	30
Vamps and tongues, pattern No. 3020 or patterns of like nature	24
Pattern No. 4559 or patterns of like nature, including cutting out straps (two straps)	56
Pattern No. 3060, including looping front strap	17
Vamps, pattern No. 3060, including holding in front strap	20
Tongues, pattern No. 3030	12
Stitching cut-outs, styles 4, 5 or 6:	
Without knife	24
With knife	26
Siding-up or vamping:	
Pattern No. 4559 or patterns of like nature	26
Patterns Nos. 2080, 2090, 2120, 2130, 3030, 3070, or patterns of like nature	23
Patterns Nos. 2060, 2070, 3010, 3090, 4000	20
Patterns Nos. 3020, 3050, 3060, or patterns of like nature	24
Working and trimming buttonholes:	
One strap	05
Two straps	08
Three straps	10
Sewing on buttons:	
One strap	04
Two straps	06
Three straps	08
Vamping blucher oxfords with buckle straps on quarter, including bar	40

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

FEBRUARY 16, 1922.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and lasters. (454)

Having considered said application, heard the parties by their duly authorized representatives and made a personal investigation, the Board awards that, under the agreement between the Thompson Brothers Shoe Company of Brockton and its lasters, no extra is to be paid to hand pullers for work performed on women's shoes.

CHARLES H. COBB SHOE COMPANY — LYNN.

FEBRUARY 23, 1922.

In the matter of the joint application for arbitration of a controversy between the Charles H. Cobb Shoe Company of Lynn, member of the Lynn Shoe Manufacturers' Association, Inc., and heelers. (32)

Having considered said application, heard the parties by their duly authorized representatives and made a personal investigation, the Board awards that fifteen cents per twelve pairs shall be paid by the Charles H. Cobb Shoe Company at Lynn for heeling rubber tops and bases on the McKay machine (one operation), as the work is there performed.

By agreement of the parties this decision shall take effect as of November 21, 1921.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., SUPERIOR SHOE COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and cutters. (123-157)

The Board awards a 10% reduction in the cutting departments of the above-named factories, for the work as there performed, on all operations except as follows:—

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and skivers. (158-186)

The Board awards a 10% reduction in the skiving departments of the above-named factories, for the work as there performed.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and sole-leather workers. (333-360)

The Board awards a 10% reduction in the sole-leather departments of the above-named factories, for the work as there performed, on all operations except as follows:—

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith

Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and stitchers. (494-525)

The Board awards a 10% reduction in the stitching departments of the above-named factories, for the work as there performed, on all operations except as follows:—

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston factory); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and vamps. (461-488; 19, 27)

The Board awards a 10% reduction in the vamping departments of the above-named factories, for the work as there performed.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston factory); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and lasters. (361-389, 493)

The Board awards a 10% reduction in the lasting departments of the above-named factories, for the work as there performed, on all operations including extras, except as follows:—

Per 12 Pairs.

Extras:

Center perforation on tips or vamps (one-half to the puller-over, one-half to the No. 5 operator):

Men's	\$0 16
Women's	20
Chalking lasts with wet chalk	025
Wetting singly (assembling)	1568
Placing counter back of lap	1568
Inserting paper between quarter lining and last	0784

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and employees in the heeling department. (229-260)

The Board awards a 10% reduction in the heeling departments of the above-named factories, for the work as there performed, on all operations except as follows:—

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston factory); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and edgemakers. (527-556)

The Board awards a 10% reduction in the edgemaking departments of the above-named factories, for the work as there performed, on all operations except as follows:—

Per 24 Pairs.

\$0 3136

Rough-trimming

Edgetrimming or edgsetting rolled-edge or half-rolled-edge shoes, including around the heel, after heeling; 1½ price (based on reduced price).

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and finishers. (291-322)

The Board awards a 10% reduction in the finishing departments of the above-named factories, for the work as there performed, on all operations except as follows:—

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company;

Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and treers. (195-224, 457)

The Board awards a 10% reduction in the treeing departments of the above-named factories, for the work as there performed.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and dressers and packers. (425-452)

The Board awards a 10% reduction in the dressing and packing departments of the above-named factories, for the work as there performed.

DIAMOND SHOE COMPANY — BROCKTON.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and lasters in Factory C. (455)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company in Factory C at Brockton for lasting shoes, as the work is there performed, with the exception of the operation of chalking lasts with wet chalk, for which the Board awards a price of \$0.025 extra per 24 pairs.

EMERSON SHOE COMPANY — ROCKLAND.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between Emerson Shoe Company of Rockland and employees. (458)

The Board awards a reduction of 10% in all departments of the Emerson Shoe Company at Rockland, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

REGAL SHOE COMPANY — WHITMAN.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of a controversy between the Regal Shoe Company of Whitman and employees in the bottoming, sole-leather, assembling, stitching, vamping and lasting departments. (572, 573; 4)

The Board awards a reduction of 10% in the above-named departments of the Regal Shoe Company at Whitman, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

SLATER & MORRILL, INC. — BRAINTREE.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., of Braintree, and employees. (453)

The Board awards a reduction of 10% in all departments of both factories of Slater & Morrill, Inc., at Braintree, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

LEWIS A. CROSSETT COMPANY — ABINGTON.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of a controversy between Lewis A. Crossett Company of Abington and employees in the cutting, lasting, finishing, treeing, stitching, making and sole-leather departments. (8-12, 14, 15)

The Board awards a reduction of 10% in the above-named departments of the Lewis A. Crossett Company at Abington, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

RICE & HUTCHINS, INC. — ROCKLAND.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., of Rockland, and employees. (5)

The Board awards a reduction of 10% in all departments of Rice & Hutchins, Inc., at Rockland, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

E. T. WRIGHT & CO., INC. — ROCKLAND.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between E. T. Wright & Co., Inc., of Rockland, and employees. (6)

The Board awards a reduction of 10% in all departments of E. T. Wright & Co., Inc., at Rockland, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

COMMONWEALTH SHOE AND LEATHER COMPANY — WHITMAN.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of a controversy between the Commonwealth Shoe and Leather Company, of Whitman, and employees in the bottoming, lasting and stitching departments. (16, 17, 21)

The Board awards a reduction of 10% in the above-named departments of the Commonwealth Shoe and Leather Company at Whitman, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

C. H. ALDEN COMPANY — ABINGTON.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, of Abington, and employees. (7)

The Board awards a reduction of 10% in all departments (except lasting) of the C. H. Alden Company at Abington, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater, and employees. (290)

The Board awards a 10% reduction in all departments of the L. Q. White Shoe Company at Bridgewater for the work as there performed, on all operations except as follows:

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and employees in Factory B. (424)

The Board awards a 10% reduction in the prices paid by the L. Q. White Shoe Company at Bridgewater for the items of work submitted in the lasting, making, finishing, treeing and dressing rooms of Factory B, as there performed, except as follows: shaving rubber heels, \$0.117 per 24 pairs.

J. H. WINCHELL & CO., INC. — HAVERHILL.

MARCH 23, 1922.

In the matter of the joint applications for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (18, 26, 35)

The Board awards that there shall be no change in the prices paid by J. H. Winchell & Co., Inc., at Haverhill, for the items of work submitted in the lasting, making, innersole and stitching departments, as there performed, except as follows:

Pressing by machine:	Per 12 Pairs.
Canvas-backed stays	\$0 10
Aprons on women's sport shoes	055

C. S. MARSHALL COMPANY — BROCKTON.

MARCH 28, 1922.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampers. (20)

The Board awards that \$0.9345 per 24 pairs shall be paid by C. S. Marshall Company at Brockton for vamping the Swagger, Master or Major circular bal. (single-needle machine, two rows), as the work is there performed.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MARCH 28, 1922.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vampers. (2)

The Board awards that no extra over the price for regular circular vamping shall be paid by Thompson Brothers Shoe Company at Brockton for vamping shoes of No. 532 pattern (single-needle machine, two rows), as the work is there performed.

CUSHING SHOE COMPANY — LYNN.

MARCH 29, 1922.

In the matter of the joint application for arbitration of a controversy between the Cushing Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (31)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 7½ cents per pair shall be paid

by the Cushing Shoe Company at Lynn for vamping moccasin shoes, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

LYNN SHOE MANUFACTURERS' ASSOCIATION, INC., MEMBERS — LYNN.

APRIL 7, 1922.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and Goodyear operators. (38)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that price and one-half shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for rounding, welting or stitching around the heel, as the work is there performed.

By agreement of the parties this decision shall take effect as of February 24, 1922.

WALL, DOYLE & DALY, INC. — BROCKTON.

APRIL 11, 1922.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and rubber-heel nailers. (37)

The Board awards that \$0.216 per 24 pairs shall be paid by Wall, Doyle & Daly, Inc., at Brockton for nailing rubber heels by hand (six nails) and setting nails, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

E. E. TAYLOR COMPANY — FINISHERS.

APRIL 12, 1922.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and finishers. (40)

The Board awards that \$0.153 per 24 pairs shall be paid by E. E. Taylor Company at Brockton for scouring rubber heels (spring heels or whole rubber heels), one paper, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HOAG & WALDEN, INC. — LYNN.

APRIL 13, 1922.

In the matter of the joint application for arbitration of a controversy between Hoag & Walden, Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and heelers. (44)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that fifteen cents per twelve pairs shall be paid by Hoag & Walden, Inc., at Lynn for heeling rubber tops and bases (one operation), as the work is there performed.

By agreement of the parties this decision shall take effect as of March 1, 1922.

CUSHMAN & HÉBERT, INC. — HAVERHILL.

APRIL 27, 1922.

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, Inc., of Haverhill and stitchers. (41)

The Board awards that the following prices shall be paid by Cushman & Hébert, Inc., to its employees at Haverhill, for the work as there performed:—

	Per 12 Pairs.
Skiving 8-bar sandal	\$0 09
Pressing:	
Quarters, pattern No. 693	22
8-bar sandal	18
Sally vamp	16
Overlap, pattern No. 693½	06
Perforating:	
Quarters, pattern No. 693½	09
Wave tip, pattern No. 693½	08
Quarters, pattern No. 679	20
Quarters, top and front, pattern No. 693	15
Quarters and up strap, pattern No. 693	16
Sport oxford tip	10
Sport oxford apron	24
Quarters, pattern No. 687	19
Fancy stitching:	
Wave tip on Sport oxford (held on)	21
Quarters, pattern No. 693	30
Quarters and up strap, pattern No. 693	40
Quarters, pattern No. 687	20
Cut-outs, pattern No. 680:	
Without knife	45½
With knife	47½
Top stitching:	
Sport oxford	35
Pattern No. 687	64
Vamping overlap, pattern No. 693	30

On the question of measuring a strap, the Board awards that a strap shall be measured in accordance with the agreement entered into between the Haverhill Shoe Manufacturers' Association and the Shoe Workers' Protective Union.

By agreement of the parties this decision shall take effect as of February 1, 1922.

TRIANGLE SHOE COMPANY — HAVERHILL.

APRIL 27, 1922.

In the matter of the joint application for arbitration of a controversy between the Triangle Shoe Company of Haverhill and stitchers, etc. (42)

The Board awards that the following prices shall be paid by the Triangle Shoe Company to its employees at Haverhill, for the work as there performed:—

	Per 12 Pairs.
Satin one-strap shoe:	
Closing	\$0 02¼
Staying	03¼
Seams held open, extra	01
Closing on	22
Folding	18
Nailing rubber heels	12
Cutting on wood heels, one-half Louis; per pair, \$0.03.	
Leather one-strap shoe:	
Pressing by machine:	
Pattern No. 150	18
Pattern No. 163	22

By agreement of the parties this decision shall take effect as of February 1, 1922.

WEBER BROTHERS SHOE COMPANY—NORTH ADAMS.

APRIL 28, 1922.

In the matter of the joint application for arbitration of a controversy between Weber Brothers Shoe Company of North Adams and finishers. (36)

Having considered said application, heard the parties by their duly authorized representatives and investigated the work in question, the Board awards that the price for bottom-scouring when a rubber heel or rubber top-lift is used, as performed in the factory of Weber Brothers Shoe Company at North Adams, is \$0.0786 per 12 pairs.

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY, A. M. CREIGHTON, STROUT, STRITTER & CO., WELCH SHOE COMPANY—LYNN.

MAY 8, 1922.

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company, A. M. Creighton, Strout, Stritter & Co. and the Welch Shoe Company, members of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (55)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the established price for vamping overlap, one-strap shoes in the factories of Hennessey, Maxwell & Hennessey Shoe Company (pattern No. 280), A. M. Creighton (pattern No. 876), Strout, Stritter & Co. (pattern No. 158 x 01) and the Welch Shoe Company (pattern No. 66 x 31), in Lynn, for the work as there performed, is \$0.99 per 36 pairs.

By agreement of the parties this decision shall take effect from the date of beginning the work in question.

MARLBOROUGH SHOE COMPANY—MARLBOROUGH.

MAY 17, 1922.

In the matter of the joint applications for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and employees. (47-50)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough for the work as there performed:—

	Per 12 Pairs.
Heeling:	
Bases	\$0 075
Single nailing	10
Double nailing	175
Rubber heels:	
Including cementing	14
Not including cementing	105
On the last, extra	01
Cementing rubber heels:	
McKay	03
Welt	04
Slugging, three nails	03
Shaving:	
Cuban heels	10
Louis heels	16
Breasting:	
Louis heels, Hamel machine	07
Cuban heels, No. 6 knife	035
Breast-scouring:	
Louis heels, two papers	07
Cuban heels, Freeman machine (No. 6 knife)	03

	Per 12 Pairs.
Re-lasting, boots or oxfords	\$0 065
Scouring:	
Cuban or military heels, first paper	06
Louis heels, first paper	08
Second scouring:	
Cuban or military heels	045
Louis heels	055
Tacking innersoles:	
Welt	045
McKay (three holes)	045
Assembling	135
Pulling-over by machine (Beckwith box):	
Plain toes	13
Tips	15
Center-scroll tip: no extra.	
Side-lasting, including spindling:	
Boots or oxfords	23
Lasting on bed machine:	
Plain toes	31
Tips	34
Center-scroll tip, extra	04
Patent leather, extra	04
Pounding toes	03½
Sole-laying	10
Tacking fillers	02
Toe-nailing	04
Heel-seat-nailing	035
McKay stitching; no change	12
Beating out (pounding when necessary):	
Hercules machine	08
Atlas machine	10
Cementing channels	03
Lining in	045
Pulling lasts and cutting strings	045
Odd shoes; no extra.	
Rolling:	
Cuban heels	03¼
Louis heels	04¼
Dyeing	02¼
Scalloping tops	03
Buffing:	
Foreparts	09
Foreparts and heels	11
Cleaning:	
Patent leather	08
Other leathers	05
Blacking:	
Cuban or military heels	03
Louis heels	03
Burnishing:	
Cuban or military heels	075
Louis heels	10

CONRAD SHOE COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, A. FREEDMAN & SONS, INC., OLD COLONY SHOE COMPANY — BROCKTON.

MAY 19, 1922.

In the matter of the joint application for arbitration of a controversy between the Conrad Shoe Company of Brockton and solefasteners. (45)

The Board awards that the following prices shall be paid by the Conrad Shoe Company at Brockton, for the work as there performed:—

	Per 24 Pairs.
Goodyear welting:	
Regular work	\$0 54
Cork welt	1 30
Roughrounding	27
Goodyear stitching:	
White or surface stitch	666
Fudge stitch	612

MAY 19, 1922.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and welters. (54)

The Board awards that \$1.30 per 24 pairs shall be paid by Joseph F. Corcoran Shoe Company at Brockton for welting, imitation cork welt (stitched together before welting), one operation, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MAY 19, 1922.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and solefasteners. (52)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:—

	Per 24 Pairs.
Goodyear welting:	
Regular work	\$0 54
Reverse welt	1 30
Imitation cork welt (one operation)	1 30
Roughrounding:	
Regular work	27
All around including the heel; $1\frac{1}{2}$ price.	
Goodyear stitching, regular work:	
White stitch	666
Fudge stitch	612
Goodyear stitching, double row	1 332
Goodyear stitching all around, including the heel; $1\frac{1}{2}$ price.	

MAY 19, 1922.

In the matter of the joint application for arbitration of a controversy between the Old Colony Shoe Company of Brockton and solefasteners. (51)

The Board awards that the following prices shall be paid by the Old Colony Shoe Company at Brockton, for the work as there performed:—

	Per 24 Pairs.
Goodyear welting:	
Plain welt	\$0 54
Cork welt (one operation)	1 30
Samples or singles	81
Roughrounding:	
Regular work	27
Samples or singles	405
Goodyear stitching:	
Fudge stitch	612
Samples or singles	918
Fair stitch	666
Samples or singles	999

RICE & HUTCHINS, INC. — MARLBOROUGH.

MAY 24, 1922.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer, and Goodyear stitchers in the Curtis Factory at Marlborough. (23)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to its employees at Marlborough in the Curtis factory, for the work as there performed:—

	Per 12 Pairs.	
	Red- or Green-Tag Grade.	Pink- or Yellow-Tag Grade.
Goodyear stitching:		
Men's, ribbon stitch	\$0 28½	\$0 28½
Boys', ribbon stitch	24	24
Little gent's, ribbon stitch	20½	20½
Men's, white or rope stitch	28½	24
Boys', white or rope stitch	24	20½
Little gent's, white or rope stitch	20½	20½
Men's, fudge stitch	26	24
Boys', fudge stitch	22	20
Little gent's, fudge stitch	19	19
Rubber soles; regular price.		
Stitching forepart and around heel, any stitch; 1½ price.		
Samples, 1½ price.		

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

MAY 24, 1922.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and edgemakers. (46)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough, for the work as there performed:—

McKAY WORK.		Per 12 Pairs.
Edgetrimming:		
Single sole and slip tap, close edge and one-half extension, including wetting	\$0	24
Fair-stitched, white		26½
Wheeling		04
Riveted shanks; no extra.		
Edgesetting:		
Single sole and slip tap		16
Fair-stitched		16
Fair-stitched, white; extra		04
Cut back		06

GEORGE E. KEITH COMPANY — BOSTON.

MAY 31, 1922.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in Factory No. 9 in Boston. (53)

The Board awards, in the various departments of Factory No. 9 in Boston of the George E. Keith Company which were submitted in the application, 10% reduction on all operations except as follows:

Day work:

The 10% reduction in no instance to make the rate of wages less than \$13 per week.

Where the rate of wages is \$13 per week or less, it is excluded from the provisions of this decision, by agreement of the parties.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, HOWARD & FOSTER COMPANY, KILLORY-MORIARTY COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

JUNE 1, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston factory), Condon Brothers Company, Diamond Shoe Company (Montello and C factories), W. L. Douglas Shoe Company (men's, women's, boys' and youths' shoes), Charles A. Eaton Company, Field & Flint Company, Howard & Foster Company, Killory-Moriarty Company, George E. Keith Company (Factories Nos. 1, 3, 11), Preston B. Keith Shoe Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company — of Brockton, and employees in the treeing department. (57-79, 93).

The Board awards 10% reduction in the treeing departments (piece work) of the above-named factories, for the work as there performed.

A. J. BATES COMPANY — WEBSTER.

JUNE 7, 1922.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and employees. (33)

The Board awards that the following prices shall be paid by A. J. Bates Company to its employees at Webster, for the work as there performed:—

	Reduction	Per 12 Pairs.
Skiving:		
Narrow scarf	10%	
Wide scarf	5%	
Doubling:		
Tips		\$0 01
Toe linings		03
Side Tuxedo linings		04
Other items; no change.		
Making linings:		
Bals.	12½%	
Other items	10%	
Stitching silk labels on linings:		
One to a pair		025
Sizes for labels		025
Samples		08
Folding by hand, including cementing and snipping:		
Suede, cloth or canvas, bal. top; suede, cloth or canvas, bal. vamp; suede, cloth or canvas, oxford vamp or quarter; cloth-lining bal., across top; no change.		
Other items	5%	

	Reduction	Per 12 Pairs.
Folding tops, Boston power machine, bal. or blucher; folding tips, Boston foot-power machine; outside backstay including cementing, foot-power machine; Congress, Boston foot-power machine; blucher, Boston power machine	5%	
Cementing and snipping: no change.		
Folding by machine, not including cementing	10%	
Folding white vamps, including cementing	10%	
Cementing by machine; no change.		
Marking side rows; no change.		
Marking foxings; no change.		
Stitching side rows	10%	
Seaming up quarters	10%	
Rubbing by hand	10%	
Staying	12½%	
Stitching backstays	10%	
Stitching blucher foxings and counters to quarters:		
Single-needle machine		\$0 1765
Double-needle machine		1325
Stitching foxings and outside counters on oxfords where foxings go to top at heel, single-needle machine		23
Stitching foxings, short stop		20
Stitching foxings, foxed bal. or oxford, single-needle machine		23
Stitching around edge of lined tongues	12½%	
Hooking:		
Regular machine		0225
With pieces		025
High-cuts		0225
Eyeletting	15%	
Closing on		0325
Laying on:		
Bal. or blucher		105
Button		13
Oxford		0575
Reinforcing invisible eyelets		02
Holding in strap, extra		0125
First row (undertrimming)	5%	
Stitching Congress tops:		
Holding on plain edge; folded; 4th side, Congress	5%	
Turning tops, including cementing	5%	
High cuts	5%	
Reinforcing backstay		04
Cementing tape on button-fly		05
Trimming button-fly		0225
Lining button-fly		025
Cutting and making buttonholes, per 100		065
Finishing buttonholes, per 100		0275
Gluing and trimming button shoes		065
Stitching tips:		
Two rows, two-needle machine		035
Three rows, three-needle machine		035
Four rows, four-needle machine		0375
Boxes		04
No. 202 or four rows; No. 33 or No. 301 with white stitch		07
Butted; no change.		
Butted, samples; no change.		
Seaming:		
Counters or vamps		026
Vamps, two seams		0525
Staying vamps, bal. or button oxford, two-needle machine		026
Staying whole-quarter tops, not cut back		032
Lining blucher vamps		0325
Stitching tongues, blucher		0525
Trimming and lacing:		
Blucher; no change.		
Bal.		026
Fastening buttons		04
Fastening buttons, Oxford and Academy patterns		035
Perforation on shortstop		08
Closing leather linings, old-style machine		0325
Marking vamps on gores, front and back		014
Marking for buttons on button shoes		025
Buttoning shoes and trimming ends		03
Trimming doublers on bal., blucher or oxford, invisible eyelets		014
Trimming lined tongues		014

Per 12 Pairs.

Trimming: bluchers; oxford quarters under backstay; button flies, straight seam after vamping; ends after vamping; button linings; linings after top facings: Congress lining at gore; ends after vamping (Congress); tongues: no change.

Samples, 1½ price.

Vamping:

Two-needle machine, two close rows; 1st or 2d quality thread, or silk:	
Button, bal. or Congress	\$0 32
Circular-seam button oxford	21
Circular oxford	21
Circular bal.	21
Academy button	25
Varsity button	25
Blucher, two space rows, including barring, one-needle machine	34
Tuxedo blucher, two close rows, including barring	40
Blucher or blucher oxford, two close rows, two-needle machine	255
Blucher, four space rows, bellows tongue, two-needle machine:	
High-cut	45
Regular cut	35
Extra row through on long vamp	11
Extra row through on circular vamp	07
Button blucher:	
Two-needle machine	32
One-needle machine	43
Short stop	45
No. 20163:	
Two-needle machine, two rows	30
One-needle machine, two rows	42
No. 2N7:	
Two-needle machine, two rows	31
One-needle machine, two rows	42
No. 213:	
Two-needle machine, two rows	27
One-needle machine, two rows	37
Cordovan, 1½ price.	
Cripples, double price.	
Samples:	
1, 2 or 3 pairs, double price.	
More than 3 pairs, 1½ price.	
Marking shoes	0225
Buttoning shoes	025
Covering shoes: linings, oxfords; linings, Apex-high; outside, oxford or high; oxfords including marking sizes; no change.	
Barring after vamping, bal. or button; no change.	
Rounding insoles; no change.	
Channeling insoles	0425
Turning up insole channels	0275
Gem trimming	04
Grading insoles, Lacine machine, per 100	0325
Samples, 1½ price.	
Heel room, Haverhill heels; 5% reduction.	
Putting up lasts	0325
Tacking insoles, not including trimming heelseats	0225
Assembling by hand:	
With shellac box	13
With shellac box and paper cover	15
With vulco box	1225
With vulco box and paper cover	14
Samples, 1½ price.	
Pulling-over by machine:	
With shellac box	1225
With vulco box	135
Samples, 1½ price.	
Slipping boxes, extra	035
Perforated or wing tips, extra	03
Lasting, Consolidated Hand-method machine:	
Plain or box toes:	
Regular work	35
Colored leather	35
Patent leather	40
Medium-high toes, extra	05
High toes, extra	07
Cushion insoles, extra	07
Arch supports, 1½ price.	

		Per 12 Pairs.
Lasting, No. 5 bed machine:		
Plain toes:		
Dull leather		\$0 33
Colored leather		36
Patent leather		385
Low box toes:		
Dull leather		375
Colored leather		405
Patent leather		43
Medium box toes:		
Dull leather		415
Colored leather		445
Patent leather		47
High box toes:		
Dull leather		49
Colored leather		52
Patent leather		545
Patent leather tip, extra		05
Long counters, extra		08
Cushion insoles, extra		07
Samples, 1½ price.		
Lasting sides on Consolidated Hand-method machine		14
Arch supports, extra		08
Samples, 1½ price.		
No. 1 making room:		
Stapling		025
Toe trimming		0225
Tack pulling before welting		045
Welting, including grooving welts and wetting shoes:		
Regular work		20
Rubber soles		215
Rubber welts		32
Samples, 1½ price.		
Tack pulling after welting		035
Inseam trimming by machine		0375
Inseam trimming, tape vamp		0375
Insole-tack pulling; no change.		
Butting welts		0335
Beating welts		025
Beating welts around heel		03
Bottom filling; no change.		
Sticking in shanks		0125
Cementing soles and bottoms by machine:		
Single		02
Double		025
Laying soles:		
Red-tag grade; no change.		
Blue- or pink-tag grade		05
Nailing heelseats		0275
Trimming heelseats		015
Roughrounding:		
Channeled shoes		11
Aloft		11
Including around heel		16
Samples, 1½ price.		
Turning up channels		02
Goodyear stitching:		
Red-tag grade		23
Pink- or blue-tag grade		25
Including around heelseat; no change.		
White sole, ribbon stitch		27
Samples, regular work, 1½ price.		
Step shoes:		
1st operation		27
2d operation		45
Samples, 1½ price.		
Cementing channels		0175
Turning down channels; no change.		
Wheeling, first time		035
Pricking stitches; no change.		
Leveling		045
No. 2 making room:		
Heeling, Model B machine:		
Red-tag grade		08
Blue- or pink-tag grade		09

Per 12 Pairs.

No. 2 making room — *Con.*Heeling, Model B machine — *Con.*

Rubber heel bases	\$0 08
Attaching rubber heels	08
Rubber heels, per week; no change.	
Samples, 1½ price.	

Slugging:

1 row; no change.	
1½ rows; no change.	
1½ rows	0625
2 rows; no change.	

Heel-shaving:

McKay machine:

Regular heels	05
Military	06
Regular heels with rubber top	06
Military heels with rubber top	07

Ultima machine:

Regular work	07
Samples, 1½ price.	

Heel-breasting 0375

Scouring heel-breasts 015

First heel-scouring:

Regular heels	0525
Military heels	06
Samples, 1½ price.	

Edgetrimming (no knifing):

Red-tag grade	22
Blue-tag grade	25
Pink-tag grade	30
Samples, 1½ price.	

Second wheeling 025

Jointing by machine; no change.

Second heel-scouring 025

Edgesetting, including blacking and brushing:

One setting	19
Two settings	29
Samples, 1½ price.	

Roughing up 15

Buffing:

Bottoms	1125
Top-pieces	0325
Rubber soles before laying	04
Samples, 1½ price.	

Blacking:

Shanks	015
Shanks and top-pieces; no change.	
Bottoms	03
Bottoms and top-pieces	04

Stripping bottoms; no change.

Painting whole bottoms, finish Nos. 106, 102; no change.

Applying liquid wax with camel's-hair brush, finish Nos. 116, 101, 772, 331, 290, 100, 111; no change.

Painting:

Foreparts	025
Foreparts, russets	05
Russet shanks and top-lifts	07

Dry-waxing:

Foreparts	03
Solid; no change.	
Solid samples, 1½ price.	

Beading:

Shanks around stitches, by hand	045
Across shanks; no change.	
Around stitches by machine	025
Around edge of panel shank	02
V or any other similar style	0225
Along edge of inside shank	02

Staining:

Bottoms	035
Top-pieces	025
Shanks	0525

Rolling and brushing:

Black work, including top-pieces and slugs	07
Stained work, including top-pieces and slugs, same finish	07

	Per 12 Pairs.
Rolling and brushing — <i>Con.</i>	
Broken finish	\$0 07
Shanks and top-pieces, including slugs	0525
Top-pieces, including slugs	03
Foreparts and shanks	058
Foreparts	03
Cleaning slugs; no change.	
Pulling lasts	035
Burnishing heels:	
Expedite machine	06
Boylston machine	05
Samples, 1½ price.	
Reinforcing	0325
Treeing by hand:	
Vici	32
Colored leather, including polishing	38
Painted stock, not polished	34
Gun metal or velours	31
Patent leather, cloth or leather top	46
Samples, where not specified, 1½ price.	
	Per Week.
Day work:	
Outside cutting	\$35 00
Outside sorting	35 00
Outsole cutting	28 80
Outsole sorting	28 80
Stitching samples	21 34
Vamping	28 80
Crowning or cobbling:	
Lasting room	24 00
No. 1 making room	24 00
No. 2 making room; 5% reduction.	
Roughing after rounding	30 00
Treeing	25 00
Other work, 7% reduction, with the following exceptions:	
When the compensation is at the rate of \$12 per week or less; no change.	
The 7% reduction in no instance to make the rate of wages less than \$12 per week.	

HUCKINS & TEMPLE, INC. — MILFORD.

JUNE 7, 1922.

In the matter of the joint applications for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (81, 83)

The Board awards a reduction of 10% in the sole-leather, lasting, making, finishing, treeing and packing departments of Huckins & Temple, Inc., at Milford, for the work as there performed by the piece upon women's welt shoes.

REGAL SHOE COMPANY — WHITMAN.

JUNE 9, 1922.

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and heelers. (80)

The Board awards that \$0.27 per 24 pairs shall be paid by the Regal Shoe Company at Whitman for heeling shoes with rubber top-lift, when the rubber top-lift and leather base are combined, as the work is there performed.

By agreement of the parties, this decision shall take effect as of March 20, 1922.

HUCKINS & TEMPLE, INC. — MILFORD.

JUNE 27, 1922.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and stitchers, etc. (82)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., to its employees at Milford for the work as there performed upon women's shoes:

STITCHING DEPARTMENT.

	Per 12 Pairs.
Mating:	
Vamps	\$0 0144
Tops	0144
Tops to linings	0277
Blucher tops, including trimming	0395
Pasting:	
Stay on blucher vamp	0239
Tape on perforated quarters:	
Oxford No. 7, second row	0798
Second row No. 1 on No. 33 oxford	035
Tape on perforated counter row No. 1	035
Top to lining, oxfords	0646
Making linings:	
One-strap pump, including seaming quarters back and front and stitching in toe lining	12
Circular oxford; tongue not stitched in or stitched in by operator	105
Blucher oxford	035
Stitching cloth-lined tongue on oxfords, lining held on by operator, including folding lining at top and trimming at bottom	065
Stitching on fitted top facings	055
Seaming welt seam on vamp:	
One seam	0359
Two seams	0718
Seaming vamps, no welt:	
One seam	0359
Two seams	0718
Seaming quarter linings, Singer machine	0359
Seaming foxings	0325
Rubbing vamp seams:	
One seam	0119
Two seams	0159
Rubbing foxing seams	0119
Rubbing seams, leather-lining quarters	0119
Stitching tips:	
No box, one operation	0503
Leather or vulco box, one operation	0718
Two operations; white-, orange- or yellow-fitted, four rows	13
Eyeletting, invisible eyelets:	
Six eyelets	054
Eighteen eyelets	085
Lacing, Ensign machine	029
Trimming:	
Top facing	0261
Backstay	0143
Lining	0143
Ends, and inspecting	0215
Barring tops	0319
Toeing-up bals.	0251
Stitching lining labels	0359
Pulling through ends on harness bar, second row, and fastening	10
Putting on paper covers	0275
Making whole paper covers, oxfords	0638
Making half paper covers	0319
Binding pumps	1437
Trimming pumps with awl	0564
Staying:	
Vamps, one seam	0399
Vamps, two seams	0798
Oxford quarters, one seam	0399
Foxings, one seam	0319
Stitching circular foxings, two-needle machine:	
Yellow-tag grade	10
White-tag grade	1294

Per 12 Pairs.

80 18

Stitching circular foxings, one-needle machine	
Stitching straight foxings, two-needle machine:	
Yellow-tag grade	1257
White-tag grade	1437
Stitching straight foxings, one-needle machine	26
Patching:	
Bal. vamp and shank	0399
Bal. vamp, no shank	0215
Blucher vamp	0399
Blucher stay	0239
Tops	0315
Foxings	0315
Oxford vamps	0239
Boxes, Russia, and matchmarking	043
Boxes, black	035
Marking second rows:	
No. 1 on No. 33 oxford:	
Yellow-tag grade	016
White-tag grade	0239
No. 8 on oxfords	0239
Marking counter row No. 1 on oxfords:	
Yellow-tag grade	016
White-tag grade	0239
Marking counter row, one-strap pump	03
Stitching counter row No. 1:	
Oxford or blucher oxford	0479
Oxford or blucher oxford, perforated	0718
Stitching second rows:	
No. 1 on oxfords	0479
No. 1, holding in stay for No. 33 eyelets	0718
No. 7, oxford or blucher oxford	0958
No. 7, oxford or blucher oxford, perforated	2195
No. 7, blucher oxford, holding in No. 33 stay	1191
No. 4, blucher oxford	0574
No. 4, blucher oxford, holding in No. 33 stay	0862
Stitching, $\frac{3}{16}$ space, on No. 1 second row	0594
Folding, hand-method machine:	
Blucher-oxford canvas quarters:	
Yellow-tag grade	0878
White-tag grade	0958
Saddle straps	04
Canvas tongue lining, oxfords	0373
Cloth oxford lining:	
Yellow-tag grade	055
White-tag grade	06
Vamps	0479
Oxford quarters:	
Yellow-tag grade	0559
White-tag grade	0635
Blucher-oxford quarters:	
Yellow-tag grade	0635
White-tag grade	0718
Foxings	0399
Tips	018
One-strap pump:	
Quarters	10
Vamps	035
Top-stitching (undertrimming), held-on work, including holding in stay:	
Circular oxford or blucher oxford	1725
Vamping:	
No. 32 vamping, two-needle machine:	
Bal. or button	36
Oxford	253
Two close rows, two-needle machine:	
Bal. or button	34
Oxford	242
One-needle machine, perforated work:	
Bal. or button	44
Oxford	3832
Three rows on two-needle machine (oxfords):	
First operation	242
Second operation	142
Blucher oxford, with bar, two-needle machine, close rows	27
Blucher oxford, with bar, one-needle machine	36
Bal., perforated one-half or three-quarters around	44

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

JUNE 28, 1922.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters. (94)

The Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater, for the work as there performed:

	Per 24 Pairs.
Lasting shoes with center perforation on tip or vamp, extra (one-half to puller, one-half to No. 5 operator)	\$0 12
Chalking with wet chalk	025
Slipping boxes (by the puller)	06
Pulling-over:	
Peer last	3798
Plain toe, no tip or box	288
Operating No. 5 machine:	
Peer last	873
Plain toe, no tip or box	765

THE GREEN SHOE MANUFACTURING COMPANY — BOSTON.

JUNE 29, 1922.

In the matter of the joint application for arbitration of a controversy between The Green Shoe Manufacturing Company, of Boston, and employees. (101)

The Board awards, in all departments of The Green Shoe Manufacturing Company in Boston, 10% reduction on all operations except as follows:

Day work:

The 10% reduction in no instance to make the rate of wages less than \$13 per week. Where the rate of wages is \$13 per week or less, it is excluded from the provisions of this decision by agreement of the parties.

GEORGE E. KEITH COMPANY — BROCKTON.

JULY 5, 1922.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampers. (87-89)

The Board awards that the following prices shall be paid by George E. Keith Company to its employees at Brockton for the work as there performed:—

	Pink-tag Grade.	Per 12 Pairs. Blue-tag Grade.	White-tag Grade.
Vamping:			
Club oxford; prices paid for regular circular oxford.			
Prince Pat No. 25; prices paid for regular circular oxford, with the following extras:			
Single-needle machine:			
Two rows	\$0 10449	\$0 05886	\$0 07839
One row		063	063
Extra row	15318	13563	13563
Two-needle machine:			
Two rows	09144	06534	07839
Extra row	207	17928	17928

	Pink-tag Grade.	Per 12 Pairs. Blue-tag Grade.	White-tag Grade.
Vamping— <i>Con.</i>			
No. 20 quarter oxford; prices paid for regular circular oxford, with the following extras:			
One-needle machine:			
Two rows	\$0 10449	\$0 05886	\$0 07839
One row		063	063
Extra row	15318	13563	13563
Two-needle machine:			
Two rows	09144	06534	07839
Extra row	207	17928	17928

By agreement of the parties the decision as to the Prince Pat pattern, No. 25, shall take effect as of the date of beginning the work.

STONE, TARLOW COMPANY, INC. — BROCKTON.

JULY 5, 1922.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vampers. (90)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs.
Vamping No. 85 plug oxford, single-needle machine:	
One row	\$0 60
Two rows	767

FIELD & FLINT COMPANY — BROCKTON.

JULY 11, 1922.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and finishers. (86)

The Board awards that the following prices shall be paid by Field & Flint Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Anatomic or orthopedic heels:	
Scouring heel-breasts:	
One paper	\$0 0648
Two papers	08775
Scouring heels, 1½ inches or under:	
Two papers, leather	153
Two papers, rubber	171
Smoothing heels, 1½ inches or under:	
One paper, leather	0585
One paper, rubber	0675
Blacking heels	036
Expediting heels	189
Scouring top-pieces	0945
Blacking top-pieces	02925
Blacking top-pieces and breasts	0585
Polishing top-pieces and cleaning slugs	072

BANCROFT WALKER COMPANY — BOSTON.

JULY 12, 1922.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and employees. (99)

The Board awards, in the factory of Bancroft Walker Company in Boston, 10% reduction in the prices of the day and piece work submitted, except as follows:

- Stitching department; no change in price on the following items:
- Closing: whole-quarter oxford; foxed-quarter oxford; pump; curved foxings; oxford or pump quarter linings.
 - Eyeletting lace oxford, six blind eyelets.
 - Sewing buttons (six items).
 - Pressing: Yvette quarters; Yvette one-buckle quarters; Claridge quarters and tops; two- or three-strap buckle pump, top, top strap and bottom strap; top, strap and front of Tangerine, Yvette or Diamond; Tangerine buckle; two-strap Twinkle; Trelis quarters; Cosette instep straps; BW pump straps; Doris quarters and tops.
 - Work performed by bench girls.
 - Vamping: Theo pump; Sally pump; three-buckle; Zephyr pump; Miller two-strap pump; Miller one- or two-button Tangerine; Ritz two-strap.
- Day work:
- The 10% reduction in no instance to make the rate of wages less than \$13 per week. Where the rate of wages is \$13 per week or less, it is excluded from the provisions of this decision by agreement of the parties.

STACY-ADAMS COMPANY — BROCKTON.

JULY 12, 1922.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and employees in the making department. (92)

The Board awards, in the factory of Stacy-Adams Company at Brockton, 10% reduction in the prices paid per week for the items of work in contention in the making department.

C. S. MARSHALL COMPANY — BROCKTON.

JULY 19, 1922.

In the matter of the joint applications for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampsers. (110, 111)

The Board awards that the following prices shall be paid by C. S. Marshall at Brockton, for the work as there performed:

	Per 24 Pairs.
Vamping:	
Swagger, Master or Major circular bals., single-needle machine, two rows (not including holding tongue)	\$0 9023
Boston lace oxford:	
One-needle machine, two rows	1 485
Two-needle machine, two close rows	1 26
Extra row, one-needle machine	324
Holding in tongue, extra	0522
Regular long or circular vamps, extra row half or all the way around	241

STONE, TARLOW COMPANY, INC. — BROCKTON.

JULY 19, 1922.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and skivers. (103)

The Board awards that there shall be no change in the rate of \$31.50 per week paid by Stone, Tarlow Company, Inc., at Brockton for the "head skiver," so called.

J. H. WINCHELL & CO., INC. — HAVERHILL.

JULY 21, 1922.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (56)

The Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed:

		Per Week of 44 Hours.	Per Hour.
CUTTING DEPARTMENT.			
Outside cutting or sorting		\$38 72	\$0 88
Top cutting		32 12	73
Leather-trimming cutting (experienced employees)		26 40	60
Cloth-lining cutting:			
By hand		34 32	78
By machine		26 40	60
Block cutting (employees of one year's experience)		26 40	60
Crimping		22 00	50
		Per 12 Pairs.	
Block cutting:			
Pieced facings		\$0 08	
Whole facings			0625
Army facings			08
Inside heelstays			03
Large army heelstays			0375
Combination oxford trimmings			17
Oxford tongues			025
Bal. or blucher tongues			03
Oxford leather quarter linings:			
Cut from whole stock			205
Cut from pieces			30
No. 2 backstay			0275
No. 7 backstay			025
Sticking and casing pieced facings			0625
Casing whole facings			02
Casing and sticking size markers on oxford trimmings			055
Casing shoes, linings and doublers:			
Blucher or circular vamps			01
Seamless vamps			0125
Blucher quarters			02
Bal., button or straight foxed-blucher tops			016
Oxford quarters			018
Oxford leather quarter linings			016
Instep aprons			016
Foxings			0125
Backstays			005
Button-flies			0075
One-half bellows tongues			0075
Inside counter pockets			02
Tongues			005

		Per 12 Pairs.
Casing shoes, linings and doublers — <i>Con.</i>		
Tips		\$0 005
Blucher vamp linings		009
Bal. or button linings		0125
Regular oxford vamp linings		01
Blucher quarter linings		01
Horse-butt tops		025
Doublers to tags		012
Matchmarking:		
Whole shoes		055
Tops		0275
Painting sizes:		
Seamless vamps		006
Blucher or circular vamps		006
Blucher quarters or bal. tops		006
Foxings		005
Tips		005
Button-flies		005

		Black and Tan Leather.	Per 12 Pairs. Vici and Horse Butts.	Patent.
Cutting by hand (by machine, 70 per cent of prices for hand work):				
Vamps:				
Johnny blucher		\$0 25	\$0 27	\$0 235
Circular, square throat		235	255	215
Circular, square throat and vamp corners		25	265	235
Circular, regular pattern		225	245	205
Blucher		26	28	245
Seamless, right and left:				
Regular throat		30	33	27
Square throat		30	33	27
Circular, waved		215	235	195
Aristo		29	31	27
DuBarry		29	31	27
Plain-toe golf bal.		26	28	24
Three-quarter-overlap blucher		44	46	42
Pocket blucher		27	29	25
Ritz		30	32	28
Tremont bal.		36	38	34
Two-eyelet Gibson tie and tongue		32	335	29
Tops and quarters, high shoes:				
Bal. top		18	21	
Straight foxed-blucher top		18	21	
Button top		20	23	
Congress, front and back		26	28	
Golf bal. quarter		27	28	235
Aristo quarter		27	28	235
DuBarry quarter		27	28	235
Ritz quarter		29	309	269
Three-quarter-overlap blucher top		40	42	38
Foxed-bal. top, including Aristo and DuBarry		24	265	
Ritz foxed-bal. top		24	26	
Johnny blucher quarter		275	30	265
Whole-quarter-blucher quarter		275	30	265
Tremont bal. top		18	21	
Whole-quarter No. 522 pattern		27	28	235
Pocket-blucher quarter		28	30	
Gibson quarter		25	27	235
Marshall Congress tops		32	34	
Tops and quarters, oxfords:				
Circular-oxford quarter, including DuBarry and Aristo		22	245	19
Circular foxed-oxford top, including DuBarry and Aristo		20	23	
Blucher-oxford quarter		23	25	19
Button-oxford quarter:				
Detached fly		21	235	18
Attached fly		25	275	22
Foxed button-oxford quarter:				
Detached fly		20	22	
Attached fly		24	265	
Ritz oxford quarter		24	264	
Ritz foxed-oxford quarter		245	265	

Per 12 Pairs.

Cutting by hand (by machine, 70 per cent of prices for hand work) — *Con.*

Ball straps:	
No. 7	\$0 11
No. 8	22
Foxings:	
Straight	16
Circular	15
Circular, waved	175
No. 7	15
DuBarry or Aristo	16
Ritz	17
Pocket blucher, double foxing	30
Instep aprons	22
One-half bellows tongues	22
Button-flies	07
Tips:	
Straight	075
Right and left	08
No. 25, wing	16
Aristo or Tremont, wing	28
Backstays (all leathers):	
No. 8	05
No. 5	07
No. 2	05
No. 2-L	07
No. 9	085
Pocket blucher	06
Lace stays:	
No. 12	20
No. 16	125
No. 18	10
No. 20	125
Tongues:	
Blucher	07
Bal.	05
Oxford	05
Button-fly linings	05
Button-fly linings, by machine	04
Heelstays	03
Extras:	
Leather cut as colors, except vici and India	10
Leather cut as colors, vici and India	13
Plain-toed vamps, over cut-off vamps (all leathers)	035
Side-pattern vamps (all leathers)	015
Side-pattern tops or quarters (all leathers)	015
Horse shanks, extra over vici:	
Vamps	05
Quarters	0325
Tops	0325
Cutting cloth linings and doublers by hand:	
Blucher quarter linings:	
New pattern	0525
Old pattern	045
Blucher vamp linings	0325
Bal. quarter linings:	
Old pattern	045
New notched pattern	055
Button boot linings	0425
Congress linings	075
Congress gores	0225
Blucher-oxford vamp linings	0325
Prince oxford or Southern Congress linings	025
Oxford or button-oxford vamp linings	03
Three-quarter-overlap blucher, quarter linings:	
No holes pierced	05
20 holes pierced	10
Tongue linings out of pieces:	
Blucher	03
Bal.	0225
Seamless vamp doublers	0425
Oxford top or quarter doublers	03
Bal. top doublers	025
Blucher quarter doublers	0325
Button-oxford top or quarter doublers	03

Per 12 Pairs.

Cutting cloth linings and doublers by hand — *Con.*

Foxing doublers out of pieces	\$0 0175
Tip doublers out of pieces	01
Button stays	01
Blucher vamp doublers	03
Pattern No. 62, button-oxford cloth quarter linings	08
Pattern No. 54, regular-oxford cloth quarter linings	065
Pattern No. 72, blucher oxford, pressed and round corners	07
Pattern No. 72, blucher oxford, with notches	09
Pattern No. 54, regular oxford, with notches	08
Pattern No. 11, side-seam blucher oxford	09
Pattern No. 62, side-seam blucher oxford	07

STITCHING DEPARTMENT.

Cementing for pressing:

Blucher, front and top	0275
Bal., front and top	02
Blucher; front, top and shank	035
Regular oxford, front and top	0175
Blucher oxford, front and top	0225
Blucher oxford; front, top and shank	035
Button oxford, top and fly	03
Button boot, top and fly	035
Button boot, top	0175
Button boot, fly	0175
Congress front	015
Seamless vamp	02
Circular vamp	015
Straight foxing	02
Circular foxing	0225
Sport apron front	0225
Cementing on eyelet stay, used on invisible eyelets only	0315

Corded-top shoes:

Closing on lining to top	05
Turning or cording top	045

Button-shoe work:

Marking for buttons	03
Sewing on buttons	05
Buttoning and trimming	04
Marking button-fly	0225
Cementing button-fly	03
Working buttonholes, per 100 holes, \$0.075.	

Stitching cord at back seam on oxford

	025
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Top stitching:

Bal., pressed front and top	195
Blucher, pressed front and top	195
Button boot, pressed top and fly	215
Button boot, plain top and front	20
Bal., or blucher, plain top and front	19
Corded-top shoes	145
Blucher or three-quarter-overlap blucher, one-half bellows tongue	325
Fitting Congress tops	45
Button boot, closed-on fly	27
Sport oxford, top and side facings held on	375
Sport bal., top and side facings held on	42
Fitting Marshall Congress	60

Oxfords:

Combination linings:

Regular oxford	16
Blucher oxford	19
Button oxford	19

Leather quarter linings:

Regular oxford	135
Blucher oxford	16
Button oxford	16

Pressed cloth quarter linings:

Regular oxford	135
Blucher oxford	16
Button oxford	16

Pressing, Glass machine:

Southern Congress	10
Bal., top and front	07
Blucher, top and front	08
Oxford, top and front	06

Per 12 Pairs.

Pressing, Glass machine — *Con.*

Oxford, top and front with backstay	\$0 0625
Blucher oxford, top and front	075
Blucher oxford, top and front with backstay	0775
Johnny blucher, top and front	08
Johnny blucher oxford, top and front	075
Button boot, top and fly	0925
Button oxford, top and fly	065
Button oxford; top, fly and backstay	0675
Button boot, top	0325
Button boot, fly	03
Congress, top and sides	085
Congress, sides	055
Seamless vamps	05
Circular vamps	0425
Ritz or DuBarry vamps	0575
Southern tie	075
Blucher shanks, high or low shoes	0275
Foxings, straight	035
Foxings with round corners	055
Apron fronts:	
Men's	045
Women's	055
Regular-oxford pressed quarter linings	06
Blucher-oxford pressed quarter linings	0775

Lining making:

Closing:

Bal. or blucher cloth linings	0235
Oxford leather quarter linings	026
Oxford cloth quarter linings	026
Congress linings, front and back	05

Stitching:

Bal. side facings and tongues	075
Blucher side facings and tongues	055
Three-quarter-overlap blucher side facings:	
Regular tongues	075
One-half bellows tongues	055
Regular inside heelstay	0425
Army inside heelstay	0525

Top facing:

wide	03
wide	0325
Button stay	0275

Oxford lining making:

Combination linings:

Top facing, regular oxford	065
Top facing, blucher oxford	065
Side facing, regular oxford	0525
Side facing, blucher oxford	0525
Top facing, button oxford	075
Button stay, button oxford	03
Button-fly lining, button oxford	035

Stitching:

Side facings, Marshall Congress	11
Quarter linings to vamp linings:	
Leather quarter linings, regular oxford	085
Leather quarter linings, button oxford	085
Cloth quarter linings, regular oxford	0525
Cloth quarter linings, button oxford	065

Trimming:

Bal., blucher or button linings	015
Oxford combination linings	03
Rubbing down oxford combination linings	0125

Skiving:

Edging:

Seamless vamps	015
Circular vamps	0115
Bal. or blucher tops	016
Foxed-bal. tops	025
Bal. or blucher tops, heavy stock	025
Foxings	016
Foxings, heavy stock	025
Across toe vamps	0115
Plain tips	0115
Pressed tips	0125

		Per 12 Pairs.
Skiving — <i>Con.</i>		
Wing tips		\$0 0375
Pieced facings		02
Pressed work:		
Bal., top and front		0375
Blucher, top and front		0425
Regular oxford, top and front		0375
Blucher oxford, top and front		0425
Seamless vamps		04
Circular vamps		0375
Front of instep aprons		03
Button-flies		0225
Congress fronts		045
Splitting:		
Heelstays		016
Backstays		01
Tongues		02
Tip stitching:		
When No. 1 box toe is used		07
When No. 4 or No. 5 box toe is used		055
When no box toe is used		05
Center-perforated tips, extra		0125
Blucher tongue stitching:		
Blucher or blucher oxford		06
Three-quarter-overlap blucher, regular tongue		09
Casing box toes		01
Stitching:		
Tongue linings on zigzag machine:		
Blucher		04
Bal.		0425
Oxford		0325
Felt tongue linings on flat machine:		
Blucher		065
Bal.		055
Oxford		05
Linings to vamps on shoes with one-half bellows tongues		06
Lace row:		
Bal.		05
Blucher		07
Regular oxford		0425
Blucher oxford		06
Two-needle machine, space rows, extra:		
Bal. or blucher		02
Regular or blucher oxford		01
Bal., four-needle machine		12
Blucher, four-needle machine		13
Oxford, four-needle machine		09
Blucher oxford, four-needle machine		125
Eyeletting:		
Three-quarter-overlap blucher, one-half bellows tongue, six eyelets		05
Gang machine		0325
Rapid machine, ten eyelets to top		05
Oxford:		
Regular eyelets		0335
Invisible eyelets		035
Six eyelets with hooks		04
No. 12 eyelets		04
Six invisible eyelets with hooks		0425
Ten invisible eyelets to top		06
Stamping linings:		
Cloth:		
Bal.		015
Blucher		02
Leather:		
Oxford quarter		03
Blucher-oxford quarter		03
Others		03
Stock numbers, extra		0075
Perforating tips:		
Regular		0125
Wing		0425
Nos. 27, 29, 55 or 57		0225
Regular, scalloped or pinked		016

Per 12 Pairs.

Vamp and top doubling:

Seamless vamps	\$0 03
Seamless vamps, side doublers	025
Blucher or circular vamps, side doublers	015
Blucher or circular vamps	0225
Oxford vamps	0225
Oxford vamps, side doublers	015
Extra front doublers	0125
Short blucher vamp stays	015
Long blucher vamp stays	02
Bal. top or quarter doublers	0325
Foxing doublers	0275
Oxford quarter doublers	0325
Tip doubling	0125
Cementing pressed tips	01
Pressing tips	015
Box-toe stitching:	
No. 1 or Feckwith box toe	035
No. 5 or leather box toe	03
No. 4 or Keith box toe	03
Box toe on wing-tip shoes	045
Box toe on corded-tip shoes	045
Zigzagging toe pieces	035
Stitching inlay tape:	
Perforated shoes:	
Bal. lace row	1025
Blucher lace row	13
Regular-oxford lace row	09
Blucher-oxford lace row	11
Lace and top, high shoe	15
Lace and top, oxford	13
One-half imitation foxing	21
Punched quarters:	
No. 4, high shoe	18
No. 4, oxford	1625
No. 5, high shoe	20
No. 5, oxford	1625
No. 6, high shoe	18
No. 7, high shoe	135
No. 7, oxford	135
No. 33, high shoe	25
No. 34, high shoe or oxford	135
No. 50, oxford	1625
No. 52, high shoe	17
Fancy stitching:	
Stitched quarters:	
No. 4, regular work	1125
No. 4, two rows spaced	1325
No. 5, regular work	1175
No. 5, two rows spaced	15
No. 6, regular work	135
No. 34, regular work	1175
No. 52, regular work	15
No. 52, four rows	20
No. 33, regular work	20
No. 33, four rows	30
One-half imitation foxing:	
Two-needle machine, close rows	0675
Single-needle machine, spaced rows	16
No. 7 lace row:	
Regular work, high shoe	07
Two-needle machine, spaced rows, high shoe	0975
Four-needle machine, spaced rows, high shoe	12
Oxford, regular work	06
Oxford, two-needle machine, spaced rows	085
Oxford, four-needle machine, spaced rows	1075
No. 5 stitched quarter, four rows	18
Stitching instep apron and holding in tongue	54
Stitching:	
Second row on sport oxford made with top facing and side facing	15
Second row on high sport bal. made with top facing and side facing	18
Blind row on perforated apron	13
No. 56 long wing tip, single-needle machine	30
No. 25 wing tip, single-needle machine	25

Per 12 Pairs.

Fancy stitching — *Con.*

Stitching on ball straps:

No. 6 or No. 7, perforated, held on:

Single-needle machine	\$0 26
Two-needle machine	18

No. 8 or No. 9, perforated, held on:

Single-needle machine	30
Two-needle machine	23

Ensign lacing:

Blucher	0225
Invisible eyelets	025
Eyelets No. 85	0175
Eyelets No. 12	0225

Ellis lacing, coupon O. K.

Skating blucher	04
Casing and counting shoes	05
	016

Closing:

Bal. or foxed-bal. tops	028
Blucher or golf bal. quarters	03
Congress tops	028

Button-fly to top:

Boot	08
Oxford	07
Oxford quarters	028
Seamless or foxed-oxford tops	025
Seamless vamps	0325
Foxings	0325
Oxford foxings	028
Two seams on No. 5 backstay	065
Three-quarter-overlap blucher vamps	05
Inside counter pockets, split leather	04
Seamless vamps with welts	04
Foxings with welts	04
Leather quarter linings	03

Rubbing down seams:

Seamless vamps	0135
Foxings	0135
Bal. or button boot tops	0135
Straight foxed blucher or foxed-bal. tops	0135
Blucher quarters	018
Golf bal. quarters	018
Oxford tops	0125
Oxford quarters when backstay is used	0135
Button-flies	0165

Toeing-up bal. linings

Siding-up linings	03
	06

Trimming:

Tongues on cylinder-vamped shoes	015
Doublers on seamless vamps, except Nos. 7½, 4½ and 5 backstays	0125

Backstay stitching:

No. 2 backstay	10
No. 2-L backstay, two-needle machine	14
No. 4 or No. 4½ backstay	085
No. 7 or No. 7½ backstay	075
No. 5 backstay	09
No. 8 backstay	075
No. 9 backstay	08
Backstay on three-quarter-overlap blucher	08
No. 2 backstay on bal. shoes	15

Vamping:

Cylinder vamping, seamless vamps:

Plain	33
Pressed	33
Square throat	34
Perforated	35
Single-needle machine	46

Circular vamps:

Regular throat	21
Square throat	21
Regular throat, perforated	225
Square throat, perforated	27
DuBarry, plain	26
DuBarry, perforated	30
Ritz, plain	25
Ritz, perforated	27

Per 12 Pairs.

Vamping — *Con.*Circular vamps — *Con.*

Aristo, plain	\$0 21
Aristo, perforated	24
Polo, plain	21
Polo, perforated	26

Bluchers:

Two rows and bar:

High shoe, plain quarter	25
High shoe, pressed quarter	25
Oxford, plain quarter	25
Oxford, pressed quarter	25
High shoe, one-half bellows tongue	36

Four-row vamping, first two rows

Single-needle machine	32
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Three-quarter-overlap:

Four rows, regular tongue	63
Four rows, one-half bellows tongue	68

Perforated seamless vamp, square throat

Blucher samples	37
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	53
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Barring:

Button-flies	0225
Tops on circular- or seamless-vamp shoes	03
Two bars on blucher vamped four rows	06
Straps, regular	03
Straps, Congress front and back	06

Cementing toe of vamp lining to vamp of plain-toed blucher

	0175
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Assembling for top stitchers:

Tops and linings, bal., blucher or oxford	015
Button shoe or oxford	02
Shoes with labels, extra	0025
Shoes matchmarked, extra	0025

Trimming and staining tops:

Bal.	02
Blucher	03
Button boot	035
Three-quarter-overlap blucher	04
Regular oxford	015
Blucher oxford	04
Button oxford	03

Per 12 Pairs.
No. 1 Punch. No. 2 Punch.

Perforating:

Seamless vamps, all around	\$0 05	\$0 0575
Seamless vamps, one-half around	04	05
Circular vamps, regular throat	055	065
Circular vamps, square throat	055	065
Circular vamps, DuBarry	065	0725

Lace row and fancy perforated quarters:

Per 12 Pairs.

Bal., top, lace row	\$0 0525
Blucher quarter, lace row	06
Bal. or blucher, lace row and top punched	1325
Regular oxford, lace row	0425
Blucher oxford, lace row	0525
Regular or blucher oxford, lace row and top punched	10

Punched quarters, high shoes:

No. 4	085
No. 5	13
No. 6	0925
No. 7	075
No. 33	17
No. 34	085
No. 52	0925

Punched one-half imitation foxing

	06
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Punched quarters, oxfords:

No. 5	075
No. 7	07
No. 34	0725
No. 50	085
No. 4	0725

Front of instep apron

	07
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Side of instep apron

	0525
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Foxings

	06
--	----

	Per 12 Pairs.
Pinking:	
Seamless vamps	\$0 10
Circular vamps	085
Foxings	085
DuBarry or Ritz vamps	0925
Fine scalloping on above, extra	01
Seam-staying:	
Seamless vamps	04
Foxings	03
Oxford quarters	0325
Seamless or foxed-oxford tops	03
Seamless vamps, No. 5 backstay	07
Three-quarter-overlap blucher vamps	06
Inside leather linings, high shoe	06
Button-flies, closed-on work:	
High shoe	065
Oxford	05
Marking vamps for tip stitching	02
Stitching inside counter pocket	23
Stitching foxings:	
Bal. or blucher:	
Two rows, close or spaced	125
Three rows, close	13
Perforated	13
Oxford or blucher oxford:	
Two rows, close or spaced	125
Three rows, close	13
Perforated	13
Ritz:	
Two rows, close	155
Perforated	165
Four rows, close	185
Stitching in labels	0425
Stapling box toes	04
Hooking, with or without tape	035
Skiving bal. or blucher top	03
Skiving bal. or blucher front	03

LASTING DEPARTMENT.

Putting up lasts	03
Tacking innersoles	0325
Assembling:	
No. 1 or vulco box toe	125
No. 4 or Keith box toe	15
No. 5 or leather box toe	15
Inserting paper in heels, extra	03
Pulling-over, all lasts and leathers	15
Side lasting:	
Regular work	13
Cushion innersoles	155
Whole covers	165
Top covers	145
Arch-support counters	165
Spindling, extra	03
Consolidated hand-method machine, lasting all around	35
Lasting on bed machine:	
Shoes with tips, black leather:	
Low toes, Class 3	36
Medium toes, Class 1	38
Medium-high toes, Class 4	42
High toes, Class 2	46
Plain-toed shoes:	
Lasts Nos. 18 and 32	42
Others	33
Extras:	
Colored leather	03
Patent leather	055
No. 5 or leather box toe	035
Cushion innersoles	06
Turning back tips	03
Toe trimming by machine	02
Samples:	
Bed lasting; per pair, \$0.045.	
Assembling; per pair, \$0.025.	
On other operations, 1½ price is paid.	

Per 12 Pairs.

Bed lasting, cripples: per pair, \$0.035.

Crowning or cobbling:

Per hour, \$0.57 $\frac{3}{4}$.

Per week, \$26.00.

WELT DEPARTMENT.

Stapling	\$0 0275
Tack-pulling by machine:	
Tacks and toe wire	045
Tacks	05
Welting:	
Regular work	20
Rubber welt	36
Butting welts by hand	0225
Butting welts and pulling toe wire	05
Trimming innerseams:	
New machine	04
Old machine	045
Beating welts	0275
Knocking innersole tacks	0275
Sticking shanks with tar	015
Filling bottoms with hot filler	0275
Cementing bottoms:	
Regular work	02
Rubber or fiber soles	0225
Sole laying:	
Regular work	0525
Fiber or rubber soles	055
Nailing heelseats:	
Regular work	0275
Fiber or rubber soles	0375
Roughrounding:	
Stitched-aloft soles	11
Channeled soles	115
Stitched around heel	165
Rubber-welt shoes	15
Vacuum-cup rubber soles	14
Square-toed last, knifed by hand	17
Square-toed and stitched heel	22
Samples, double price.	
Rapid stitching:	
Black or fudge stitch	25
White or gray stitch	27
Fiber or rubber soles	32
Stitched around heel, 1 $\frac{1}{2}$ price.	
Rubber-welt shoes, double price.	
Samples, double price.	
Fudge wheeling:	
Regular fudge wheel	035
Hadaway stitch separator	065
Leveling and pounding heelseats	0475
Heelseat rounding:	
Regular soles	0175
Rubber or fiber soles	0225
Sizing-out shoes	0175
Pulling lasts:	
Hinged	04
Block	045
Channeled-sole work:	
Turning channels	035
Cementing channels	03
Laying channels	045
Samples on operations not specified, 1 $\frac{1}{2}$ price is paid.	
Crowning or cobbling:	
Per hour, \$0.57 $\frac{3}{4}$.	
Per week, \$26.00.	

BOTTOMING DEPARTMENT.

Heeling, Model B machine:	
On the last	10
Off the last	085
Rubber heel bases	085
Samples:	
One- or two-pair lots; per pair, \$0.0325.	
Three pairs or more; per pair, \$0.01 $\frac{3}{8}$.	

	Per 12 Pairs.
Heeling, Rapid machine, off the last:	
$\frac{1}{2}$ or $\frac{3}{4}$ heels	\$0 07
or Cuban heels	075
Rubber heel bases	065
Slugging, $\frac{1}{2}$, $\frac{3}{4}$, $\frac{5}{8}$ or all around:	
On the last	05
Off the last	0375
Double row, double price.	
Heel shaving:	
On the last	055
Off the last	05
Rubber heels on bases	06
Stitched around heel	09
Heel breasting:	
On the last	04
Off the last	035
Edgetrimming:	
On the last	32
Off the last	30
Orthopedic shoes not to be knifed on the inside.	
Wetting heels	01
Lining heel breasts	0125
Scouring heel breasts	015
Re-lasting shoes made off the last	03
First heel scouring, rough scouring:	
Two-paper method	06
One-paper method	035
Rubber heels	06
Second heel scouring, smooth scouring:	
Rough, two-paper method	0275
Rough, one-paper method	03
Rubber heels	03
Edgesetting:	
One setting	18
Two settings	28
Second wheeling on fudge-stitched shoes	025
Plugging heels	045
Nailing top-lifts, three nails:	
On the last	035
Off the last	03
Blacking heels	015
Heel burnishing:	
Expedite machine	06
Bench machine	05
Rubber heels:	
Casing	0075
Cementing	015
Cementing rubber heel bases	0125
Sticking heels to bases	025
Nailing rubber heels by hand:	
Springstep or Simplex	165
Dryden	125
Doublewear	155
Dryden sport:	
Men's	155
Women's	125
Duflex sport, men's or women's	125
Walkmore or Premier	125
Wingfoot	155
Heels on $\frac{5}{8}$ bases	155
Samples:	
Edgetrimming or heel burnishing, double price.	
Edgesetting; per pair, \$0.04.	
Operations not specified, $1\frac{1}{2}$ price.	

FINISHING DEPARTMENT.

Buffing bottoms:	
All over	11
Foreparts and shanks	085
Top-lifts	045
Odd shoes, and refinishing	10
Buffing and filling holes	065
Staining:	
All over, natural finish	03
All over, dark stain finish, including breast of heels	035

Per 12 Pairs.

Staining — *Con.*

Foreparts, shanks and breast of heels, dark stain finish	\$0 035
X finish or back to heel	026
Foreparts	022
Top-lifts	022
Shoes finished without buffing	045

Gumming:

All over	03
X finish or back to heel	026
Foreparts	022
Top-lifts	022
No. 94 finish:	
All over	078
X finish or back to heel	07
Foreparts	06

Bleaching:

All over or XT finish	0275
Foreparts and shanks or X finish	025
Foreparts	02

Waxing and polishing:

All over	055
X finish or foreparts and shanks	045
Foreparts	03
Top-lifts	02

Applying solution:

All over	02
Foreparts and shanks	02
Foreparts	015

Painting bottoms:

All over or XT finish	0425
Foreparts, shanks and breasts of rubber or leather heels	0375
Foreparts and shanks	035
Foreparts	025
Black bottoms:	
All over	035
Foreparts and shanks	0275
All over, oil finish	035
Top-lifts	02
Kite cut on shank	035

Striping, wire striper:

Foreparts	02
Foreparts and shanks	03

Stamping bottoms:

Union stamp	02
Shank stamp	0225
Forepart stamp	0225

Edge brushing, black shoes:

Cleaning edges with chisel brush	0325
Cleaning edges with chisel brush, patent leather	08

Burnishing black bottoms:

All over	07
Foreparts and shanks	05
Shanks	03
Top-lifts	025
Scratching slugs	015

Last pulling:

Hinged	04
Block	045
Followers	015

TREEING AND PACKING DEPARTMENTS.

Brushing and edge rolling	0325
Pasting in heel pads	02

Lacing or buttoning:

Lacing, regular eyelets	03
Lacing, invisible eyelets	035
Buttoning boots or oxfords	0375

Dressing:

Tops, one coat	02
Vamps, two coats	05
Oxfords, two coats	06
Vici, two coats all over	07
Vici, Ballroom last	08
Gun metal, whole-quarter blucher, two coats	08
Extra coat	035

		Per 12 Pairs.	
Dressing — <i>Con.</i>			
Re-finishing:			
One coat		\$0	045
Two coats			08
Repairing shoes:			
Colored			20
Black			08
Women piece workers; per hour, \$0.45.			
Men piece workers; per hour, \$0.50.			
		Per Hour.	Per Week.
Cleaning linings or feeling for tacks		\$0 33½	\$15 00
Inspecting shoes (by men)		47½	21 50
Repairing:			
Colored leather:			
By men		46½	21 00
By women		40	18 00
Black leather (by men)		44½	20 00
Packing shoes (by women)		40	18 00
Packing samples (by men)		50	22 50
Labeling boxes and stamping		40	18 00
Mending (by women)		40	18 00
		Per 12 Pairs.	
Treeing:			
Black India vici; racked off, sized out, ironed by power machine, by hand if necessary, and one coat of filler applied with a sponge		\$0	205
Gun metal, white or colored stitches; racked off, sized out, ironed by power machine, by hand if necessary, one coat of white filler applied with sponge and ragged			205
Gun metal satin, all satin or without top; racked off, sized out, one coat of filler applied with brush, ironed by power machine with cold irons, toes blocked up, rubbed with stick if necessary, one coat of filler applied with sponge and ragged			30
Gun metal satin with hot-ironed tops; racked off, sized out, one coat of filler applied to vamp with brush, ironed with cold irons on power machine, tops ironed with hot iron by hand, one coat of filler applied all over, ragged, rubbed with stick and toes blocked up if necessary			30
Gun metal with hot-ironed tops; racked off, sized out, ironed with hot irons on power machine, touched up with hot iron by hand if necessary, one coat of filler applied to vamp and top with sponge and ragged			205
Gun metal with black or colored cloth tops; racked off, sized out, ironed with hot irons on power machine, ironed by hand if necessary, one coat of filler applied to vamp with sponge, ragged, cleaner applied to top with brush and ragged			30
Vici vamps and tops; racked off, sized out, ironed with hot irons on power machine, toes blocked up, ironed by hand if necessary, one coat of filler applied with sponge			205
Vici with dull, hot-ironed tops; ironed with hot irons on power machine, by hand if necessary, one coat of filler applied to vamp with sponge and one coat of dull filler applied to top			30
Horse butts; racked off, sized out, ironed by hand with hot iron, one coat of filler applied, ironed by machine, second coat of filler applied, ragged and toes blocked up if necessary			30
Boarded grain, home-guard shoes; racked off, sized out, cleaned, washed, toes blocked up, filler applied and ragged to a polish when dry			41
Tan or colored vici and cabaretta; racked off, sized out, cleaned, ironed with hot irons on power machine, by hand if necessary, and one coat of vici filler applied with sponge			275
Tan cabaretta; racked off, sized out, ironed with hot irons on power machine, by hand if necessary, cleaner applied with brush and ragged			275
Mahogany calf; racked off, sized out, cleaned with brush, ironed on power machine and by hand if necessary, one coat of polish or 50-50 applied and allowed to dry, second coat of polish or 50-50 applied and allowed to dry, and polished with brush			48
Colored calf, including mahogany calf; racked off, sized out, cleaned with brush, one coat of polish or 50-50 applied and, when dry, polished with brush			36
Ironed, extra			055
Extra coat of polish or 50-50 applied			055
Colored side-leather, such as tan or mahogany, brown horse, Titan or colored bark-tan; racked off, sized out, cleaned, ironed on power machine and by hand if necessary, one coat of dope applied and allowed to dry, second coat of dope applied and allowed to dry, polished with brush and ragged			42
Elk; cleaned with No. 1 cleaner, coat of filler applied with sponge and, when dry, ragged to a polish			35

Per 12 Pairs.

Treeing—*Con.*

Smoked or pearl elk with instep apron of different stock; vamps and quarters cleaned with No. 1 cleaner, aprons cleaned separately and, when dry, vamps, quarters and aprons ragged with hot cloth to a polish	\$0 38
Patent-leather vamps and oxfords; racked off, sized out, cleaned with patent-leather cleaner, vaseline applied, ironed with hot irons, ragged, benzine applied and ragged to a polish	41
Edges and shanks cleaned with hand brush	075
Patent leather with dull-leather tops; racked off, sized out, vamps cleaned with patent-leather cleaner, vaseline applied to vamps, vamps and tops ironed with hot irons, vamps ragged, benzine applied to vamps and ragged to a polish and one coat of dull filler applied to tops with sponge	46
Edges and shanks cleaned with hand brush	075
When necessary to tree by methods other than those covered by the price-list:	
Racked off and sized out	01
Washed and cleaned with rag and sponge	055
Washed and cleaned with brush	205
Ironed	05
One coat of dope applied	065
Second coat of dope applied	065
Brushed and ragged	08
Extra work; per hour, \$0.60.	
Per week, working by the hour, \$25.00.	
Samples:	
Black leather; per pair, \$0.05.	
Tan leather; per pair, \$0.09.	

SOLE-LEATHER DEPARTMENT.

	Per Hour.	Per Week.
Cutting or sorting outsoles	\$0 66 $\frac{1}{2}$	\$30 00
Casing outsoles by tags:		
First man	66 $\frac{1}{2}$	30 00
Second man	60	27 00
Counting and racking outsoles	44 $\frac{1}{2}$	20 00
Grading outsoles by machine	40	18 00
Buffing outsoles	42 $\frac{1}{2}$	19 00
Cutting or sorting grain innersoles	62 $\frac{1}{2}$	28 00
Cutting taps or top-lifts	51 $\frac{1}{2}$	23 00
Sorting top-lifts	46 $\frac{1}{2}$	21 00
Sorting or grading taps	46 $\frac{1}{2}$	21 00
Casing innersoles	50	22 50
Buffing taps	42 $\frac{1}{2}$	19 00
Cutting leatherboard	48 $\frac{1}{2}$	22 00
Heel compressing	46 $\frac{1}{2}$	21 00
Casing heels or top-lifts:		
First man	48 $\frac{1}{2}$	22 00
Second man	38 $\frac{1}{2}$	17 50
Top-lift compressing	46 $\frac{1}{2}$	21 00
Stock rolling and splitting	44 $\frac{1}{2}$	20 00
Lumping	40	18 00
Grading innersoles	46 $\frac{1}{2}$	21 00
Skiving innersoles	41 $\frac{1}{2}$	18 50

STOCKFITTING DEPARTMENT.

	Per 12 Pairs.
Moulding soles	\$0 0125
Tap trimming	0135
Tap trimming, three-quarter or full length double soles	02
Cementing:	
Single soles	0125
Tap soles	023
Fiber or leather double soles	032
Feather-edging	0125
Stamping innersoles	01
Channeling:	
Regular lasts	0425
Lasts Nos. 22, 23, and 37	065
Channel turning	03
Stitching or setting lips on innersoles	035
Gem trimming:	
Regular lasts	0375
Lasts Nos. 22, 33, and 37	04
Forming-in channels	0225
Cutting canvas	0275

	Per 12 Pairs.
Re-blocking innersoles	\$0 025
Veneering	
Tap soles	02
Double soles	045
Stamping outersoles	01
	Per Hour. Per Week.
Bench work (by girls)	\$0 33 \$15 20
Casing innersoles	46 21 00
Rounding innersoles	46 21 00
Re-blocking innersoles	54 24 30

HEEL-CUTTING DEPARTMENT.

	Per 60 Pairs.
No. 7:	\$0 80
No. 3:	75
	70
	65
	55
	45
Whole heels:	
whole leather blank	40
No. 4:	60
	55
	50
Nailing heels:	
First lift, pulp heels:	
Up to $\frac{1}{4}$	125
Up to $\frac{1}{2}$	09
$\frac{1}{2}$ and up	09
Each additional lift:	
Up to $\frac{1}{4}$	025
$\frac{1}{2}$ and up	025
No. 5 heel, tacked with two nails, when more than 125 dozen per week are done	05

LEOPOLD MORSE COMPANY — BOSTON.

JULY 26, 1922.

In the matter of the joint application for arbitration of a controversy between Leopold Morse Company of Boston and clothing cutters and trimmers. (84)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards in the factory of Leopold Morse Company at Boston 10 per cent reduction in the prices paid to clothing cutters and 5 per cent reduction in the prices paid to trimmers, for the work as there performed.

This decision shall take effect as of July 31, 1922.

ENGEL-CONE SHOE COMPANY — BOSTON.

AUGUST 15, 1922.

In the matter of the joint application for arbitration of a controversy between Engel-Cone Shoe Company of Boston and employees. (102)

The Board awards that the following prices shall be paid by Engel-Cone Shoe Company to its employees at Boston for the work as there performed:—

	CUTTING ROOM.				
	Per Pair				
Cutting (including foxings):	Women's.	Misses'.	Children's.	Infants'.	Kicks.
Three-quarter-foxed	\$0 06 $\frac{1}{2}$	\$0 05	\$0 04 $\frac{1}{2}$	\$0 04 $\frac{1}{2}$	\$0 04 $\frac{1}{2}$
Circular-foxed Polish	07 $\frac{1}{2}$	05 $\frac{1}{2}$	05	05	04 $\frac{1}{2}$
Seamless Polish	05 $\frac{1}{2}$	05	04 $\frac{1}{2}$	04 $\frac{1}{2}$	04 $\frac{1}{2}$
Whole-quarter Polish	05	04	04 $\frac{1}{2}$	04	04
Whole-quarter Polish oxford	05	04	04 $\frac{1}{2}$	04	04
Button oxford	05 $\frac{1}{2}$	05 $\frac{1}{2}$	05	04	04 $\frac{1}{2}$
Blockers	03	02	02 $\frac{1}{2}$	02	02

	Men's.	Per Pair. Boys'.	Youths'.
Cutting (including foxings) — <i>Con.</i>			
Whole-quarter	\$0 05 $\frac{1}{2}$	\$0 05	\$0 04 $\frac{1}{2}$
Whole-quarter oxford	05 $\frac{1}{2}$	05	04 $\frac{1}{2}$
Circular-foxed	06	05 $\frac{1}{2}$	05 $\frac{1}{2}$
Seamless	06	05 $\frac{1}{2}$	05
Cutting:			
Blockers	03 $\frac{1}{2}$	03 $\frac{1}{2}$	02 $\frac{1}{2}$
Blockers, colors, no extras.			
Work shoes, by machine			Per 24 Pairs. \$0 85
			Per Pair.
Romeos			\$0 06 $\frac{1}{2}$
Juliets			05
Women's whole-quarter bals.			06
Kid ankle-tie kacks			02
Extras:			
Plain toes			00
Extra shoes with blockers; combinations, on shoes			00
Button-flies			00
Colors			00
Small lots, 20 pairs or under			00
Dull tops			00
Slots or holes, per hole			00 $\frac{1}{2}$
Stays			00
Blocker stays, two pieces to a pair			00
Blucher effect			00
Blockers with runner shoes			00
Tips			00
Kid: misses', youths', boys', women's or men's			01
Kid: kacks, infants' or children's			00
Shoes over standard height			00
Circular-foxed shoes			00
Samples; double price.			
Time work, per hour, \$0.81.			
Broken stock or pieces, time work.			
Machine cutting, 30% less than prices for hand cutting.			
Calf shoes; no extra.			
One-strap ankle ties:			
Kacks			04 $\frac{1}{2}$
Infants'			04 $\frac{1}{2}$
Children's			05
Misses'			05 $\frac{1}{2}$

	Infants' Children's Misses'.	Per 36 Pairs. Women's.	Boys'.	Men's.
Lining Cutting:				
Button shoes	\$0 08			
Button shoes, with button flies	20	\$0 24		
Button oxfords	21			
Polish oxfords	24	24		
Blucher shoes with vamp linings	20	27	\$0 26	\$0 26
Blucher shoes, quarter linings	12	26	26	26
Blucher oxfords	17	20	20	20
High-cut button	30	39	39	
High-cut blucher	50	50	50	50
Toe linings	09	09		
Cloth linings, ankle ties	07 $\frac{1}{2}$	07 $\frac{1}{2}$		
Vamp linings	06			
Leather linings:				
Sandals	12	12	18	18
Ankle ties	15	18		
Ventilated oxfords	16	18	24	24
Ventilated blucher bals			39	39
Black kid			51	51
Women's blucher and Polish side stays and tongues; per 36 pairs, \$0.17.				
Hand work, per hour, \$0.60.				

	Per 36 Pairs.					
	Infants'.	Children's.	Misses'.	Women's.	Boys'.	Men's.
Clicking machine:						
Sandals:						
Toe out	\$0 07	\$0 07	\$0 07	\$0 07	\$0 07	\$0 07
Centre out	12	12	12	12	12	12
Ankle ties		15	15	15		
Ventilated oxfords:						
Sides	11	12	12	16½	16½	16½
Centres	08	09	09	13	13	13
Toe out	05	06	06	07½	07½	07½
Work shoes					27	27
Black kid (No. 113 pattern)						12
Gymnasium oxfords					21	21
Blucher oxfords	21	21	21	21	21	21
Outing oxfords	20	20	20	20	20	20
Time work, per hour, \$0.45.						
Dinking:						
Sandals	17	17	17	19	19	19
Outing oxfords	20	16	16	20	20	20
Ventilated oxfords, lined	12	12	12	12	12	12
Ventilated oxfords:						
Unlined, two parts	11	11	11	11	11	11
Unlined, three parts	20	20	20	20	20	20
Blucher shoes, three parts	05	05	15	15	15	15
Button and oxfords	10	10	10	10		
Blucher oxfords	11	11	11	16	16	16
High-cut buttons	30	30				
High-cut bluchers			30			
Bluchers					22	22
						Per 36 Pairs.
Button flies on button oxfords						\$0 06
Button flies on shoes						05
Backstays						05
Blucher tongues						05
Misses' blucher tongues						10
Bows on ankle ties						07
Men's and boys' work shoes						09
Scout bal.						16
Side stays, eight pieces to a pair; hour work, \$0.18.						
Elk bals., tongues and side stays; per 24 pairs, \$0.14.						
Hour work; per hour, \$0.25.						

STOCK ROOM.

	Per Week.
Outersole cutting	\$30 00
Cutting bellies and heads	27 00
Cutting canvas	27 00
Sorting soles	25 00
Sorting innersoles	24 00
Monarch skiving	22 00
Sorting counters	21 00
Sorting toplifts	21 00
Putting up soles	21 00
Skiving	21 00
Shanking out	22 00
Skiving soles, heelseats and tacking	23 00
	Per 100 Pairs.
Moulding and wetting	\$0 18
Spring-heeling	17
Plugging	05½
Counter gluing	11½
Backing innersoles	17
Dinking innersoles:	
Boys' and women's	24
Men's	29
Dinking pancake:	
Misses', youths', boys' and women's	08½
Men's	10

LASTING ROOM.

	Per Pair.
Staple lasting:	
Misses'	\$0 05
Women's	06

MAKING ROOM.

Per 100 Pairs.

\$0 52

Per 36 Pairs.

\$0 05

06

09½

21½

07

32

07½

08

08

08½

09

09

06½

Per 24 Pairs.

\$0 04½

15

09½

06½

09

EDGEMAKING.

Per 36 Pairs.

\$0 77

98½

98½

98½

88

88

1 03

91

1 03

98½

Per 24 Pairs.

\$0 68

61

Per 36 Pairs.

\$0 44

64

44

74

44

64

80

50

75

64

74

64

80

80

Per 24 Pairs.

\$0 54

44

By an agreement of the parties, this decision shall take effect as of June 7, 1922.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

AUGUST 17, 1922.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and cutters. (100)

The Board awards that \$25 per week of 48 hours shall be paid by the Marlborough Shoe Company at Marlborough for cutting quarter linings, as the work is there performed.

BANCROFT WALKER COMPANY — BOSTON.

AUGUST 24, 1922.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and lasters. (117)

The Board awards that the following prices shall be paid by Bancroft Walker Company at Boston, for the work as there performed:

	Per 12 Pairs.
Assembling	\$0 171
Pulling-over:	
Plain toes	No change 117
Plain toes where leather box is used	1305
Tipped shoes	No change 135
Tipped shoes where leather box is used	1485
No. 6 operating:	
Regular work	No change 3465
Regular work, where leather counter is used	3645
Patent leather	No change 369
Patent leather where leather counter is used	387
Beaded vamp toes, extra	027

By agreement of the parties, this decision shall take effect as of July 1, 1922.

**JOSEPH F. CORCORAN SHOE COMPANY, FIELD & FLINT COMPANY,
GEORGE E. KEITH COMPANY, KILLORY-MORIARTY COMPANY,
WALL, DOYLE & DALY, INC. — BROCKTON.**

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and edgemakers. (95)

The Board awards that there shall be no change in the prices paid by Joseph F. Corcoran Shoe Company at Brockton for edgetrimming and edgsetting (one setting), as the work is there performed.

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and edgemakers. (105)

The Board awards that there shall be no change in the prices paid by Field & Flint Company at Brockton for edgetrimming, edgsetting (two settings) and rolled-edge work, including around the heel, as there performed.

AUGUST 31, 1922.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and edgemakers. (106, 107)

The Board awards that there shall be no change in the prices paid by George E. Keith Company at Brockton for edgetrimming, edgесetting (two settings) and rolled-edge work, including around the heel, in Factory No. 3; and for edgесetting (two settings, including wheeling) in Factory No. 11; as the work is there performed.

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and edgemakers. (108)

The Board awards that there shall be no change in the prices paid by Killory-Moriarty Company at Brockton for edgetrimming and edgесetting (one setting), as the work is there performed.

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and edgemakers. (96)

The Board awards that there shall be no change in the prices paid by Wall, Doyle & Daly, Inc., at Brockton for edgetrimming and edgесetting (two settings and one setting), as the work is there performed.

E. E. TAYLOR COMPANY — BROCKTON.

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and finishers. (112)

The Board awards that there shall be no change in the price paid by E. E. Taylor Company at Brockton for scouring men's and women's rubber heels (spring heels or whole rubber heels), with one paper, as the work is there performed.

DIAMOND SHOE COMPANY — BROCKTON.

SEPTEMBER 13, 1922.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps. (114)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company at Brockton for the items of work submitted, as there performed, except as follows:

Vamping women's shoes:	Per 24 Pairs.
Blucher oxford, one-needle machine	\$0 83
Extras:	
Third row after vamping:	
AA grade	3064
B grade	2802
C grade	2541
Four-row work, two-needle machine:	
Third and fourth rows	3586
Third and fourth rows, Tuxedo vamps, except patterns Nos. 242 and 244	414
Four-row work, single-needle machine; third or fourth row:	
AA grade	3064
B grade	2802
C grade	2541

E. E. TAYLOR COMPANY — BROCKTON.

SEPTEMBER 13, 1922.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (113)

The Board awards that there shall be no change in the prices paid by E. E. Taylor Company at Brockton for the items of work submitted, as there performed, except as follows:

	Per 24 Pairs.
Vamping (not including holding the tongue):	
Men's French bal., two-needle machine, two rows	\$0 7776
Suzanne bal., through the lining:	
One-needle machine, two rows	9607
Two-needle machine, two rows	7776
Men's raglan blucher oxford; one-needle machine, two rows and bar	7074
Women's raglan blucher; one-needle machine, two rows and bar, through the lining	7596
Men's No. 4 side-seam oxford:	
One-needle machine, two rows	795
Two-needle machine, two rows	60
Suzanne side-seam oxford, through the lining:	
One-needle machine, two rows	6993
Two-needle machine, two rows	5163
Women's No. 4 side-seam oxford, through the lining:	
One-needle machine, two rows	8735
Two-needle machine, two rows	6505

T. D. BARRY COMPANY, CHURCHILL & ALDEN COMPANY, STONE, TARLOW COMPANY, INC. — BROCKTON.

SEPTEMBER 21, 1922.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Churchill & Alden Company and Stone, Tarlow Company, Inc., shoe manufacturers of Brockton, and edgemakers. (120-122)

The Board awards that the following prices shall be paid by T. D. Barry Company, Churchill & Alden Company and Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Edgetrimming or edgeseaming shoes with gable edges:
Foreparts; no extra.
Around the heel; 1½ price.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

T. D. BARRY COMPANY — BROCKTON.

SEPTEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and edgetrimmers. (119)

The Board awards that \$36 per week shall be paid by T. D. Barry Company at Brockton for edgetrimming samples, as the work is there performed.

GEORGE E. KEITH COMPANY — BOSTON.

SEPTEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and edgeseeters in Factory No. 9, Boston. (118)

The Board awards that \$3.50 per 100 pairs shall be paid by the George E. Keith Company in Factory No. 9 in Boston for edgeseetting satin turned shoes (two settings), as the work is there performed.

By agreement of the parties this decision shall take effect as of June 2, 1922.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

OCTOBER 3, 1922.

In the matter of the joint applications for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and employees. (124-126)

The Board awards that there shall be no change in the prices paid by the Marlborough Shoe Company at Marlborough for the items of McKay and welt lasting submitted.

The Board also awards that there shall be no change in the prices paid for the items of work submitted in the making department, except as follows:

	Per 12 Pairs.
Beating-out, including pounding when necessary, on Hercules machine	\$0 09
Cleaning boots (vamps and foxings):	
Patent leather	08
Other leather	05
Breasting on the last, extra	00½

C. H. ALDEN COMPANY — ABINGTON.

OCTOBER 10, 1922.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and lasters. (115)

The Board awards 10% reduction in the prices paid by C. H. Alden Company at Abington in the lasting department for the items of work submitted, as there performed.

BARNETT SHOE COMPANY — LYNN.

OCTOBER 10, 1922.

In the matter of the joint application for arbitration of a controversy between the Barnett Shoe Company of Lynn and stitchers. (134)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that 5½ cents per pair shall be paid by the Barnett Shoe Company at Lynn for pump-stitching, pattern No. 1216, as the work is there performed.

By agreement of the parties this decision shall take effect as of August 15, 1922.

NATIONAL SHOE COMPANY — LYNN.

OCTOBER 10, 1922.

In the matter of the joint application for arbitration of a controversy between the National Shoe Company of Lynn and stitchers. (135)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that 5½ cents per pair shall be paid by the National Shoe Company at Lynn for pump-stitching, pattern No. 500, as the work is there performed.

By agreement of the parties this decision shall take effect as of August 15, 1922.

GEORGE E. KEITH COMPANY — BOSTON.

OCTOBER 26, 1922.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and cutters, etc., in Factory No. 9 at Boston. (136)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 9 at Boston, for the work as there performed:

	Per Week.
Sorting	No change \$48 50
Cripple cutting	No change 45 00
Outside cutting	No change 45 00
First six months, apprentices	36 50
Thereafter	45 00
Top cutting, cloth or leather:	
First six months, apprentices	29 25
Thereafter	33 60
Vamp throating:	
First three months	22 95
Thereafter	33 60
Cloth-lining cutting:	
First six months	29 50
Thereafter	40 00
Hand trimming and leather-lining cutting:	
First three months	20 00
Thereafter	29 25
Die trimming cutting:	
First six months	17 50
Thereafter	21 50
Skiving (including Pluma machine):	
First class (all folded work except outside backstays, etc.)	31 20
Second class:	
First three months, beginners	21 15
Thereafter	26 50
Head skiver	35 00
Matchmarking:	
First three months	13 50
Thereafter	17 10
Pattern boys:	
First three months	13 50
Thereafter	19 35
Casing linings:	
First three months	13 50
Thereafter	19 35
Assembling:	
First three months	13 50
Thereafter	17 55
Miscellaneous help:	
First three months	13 50
Thereafter	16 50
Tip or vamp perforating	19 35

STACY-ADAMS COMPANY — BROCKTON.

OCTOBER 26, 1922.

In the matter of the joint applications for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and lasters. (131, 132)

The Board awards that there shall be no change in the prices paid by Stacy-Adams Company at Brockton for the items of work submitted in the lasting department, except as follows:

	Per 24 Pairs.
Operating No. 5 bed machine, combination tags; no extra.	
Side-lasting, extension innersoles, extra	\$0 15
Tacking innersoles with plates, extra	15

J. I. MELANSON & BROTHER — LYNN.

OCTOBER 31, 1922.

In the matter of the joint application for arbitration of a controversy between J. I. Melanson & Brother, shoe manufacturers of Lynn, and edgetrimmers. (129)

The Board awards that the following prices shall be paid by J. I. Melanson & Brother at Lynn, for the work as there performed:

	Per 12 Pairs.
Edgetrimming:	
Women's, misses' or boys' shoes with heels	\$0 369
Misses', spring-heels	49
Children's, spring-heels	41
Samples or one-pair to six-pair lots:	
Shoes with heels	55
Spring-heels	70
Extras:	
Jointing	085
Knifing and randing	085
Plug cutter	07
Wetting foreparts and shanks	07

By agreement of the parties this decision shall take effect as of August 8, 1922.

BANCROFT WALKER COMPANY — BOSTON.

NOVEMBER 2, 1922.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and lasters. (137)

The Board awards that there shall be no change in the prices paid by Bancroft Walker Company at Boston for side-lasting by hand, as the work is there performed.

A. J. BATES COMPANY — WEBSTER.

NOVEMBER 2, 1922.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and lasters. (127)

The Board awards that the following prices shall be paid by A. J. Bates Company at Webster, for the work as there performed:

	Per 12 Pairs.
Putting up lasts	No change \$0 0325
Pulling-over by machine:	
With shellac box	No change 1225
With vulco box	No change 135
High toes Nos. 33, 86 and 400, extra	03
Lasting sides by machine	No change 14

CHARLES A. EATON COMPANY — BROCKTON.

NOVEMBER 2, 1922.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (145)

The Board awards that an extra of \$0.0784 per 24 pairs over the price for vamping regular bluchers shall be paid by Charles A. Eaton Company at Brockton for vamping the Pediform blucher on the single-needle machine (two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

NOVEMBER 2, 1922.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vampers. (146)

The Board awards that an extra of \$0.0784 per 24 pairs over the price for vamping regular bluchers shall be paid by Thompson Brothers Shoe Company at Brockton for vamping the Pediform blucher on the single-needle machine (two rows), as the work is there performed.

A. J. BATES COMPANY — WEBSTER.

NOVEMBER 8, 1922.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and stitchers. (128)

The Board awards that there shall be no change in the prices paid by A. J. Bates Company at Webster for the items of work submitted in the stitching department, as there performed, except as follows: —

Per 12 Pairs.

Hooking, after three months' experience:

Per week, \$15.

Doubling:

Seamless vamps	\$0 0275
Blucher vamps, including bridging	03
Tips	0125
Foxings	02

Making linings:

Bal.	1495
Button-fly lining on cloth lining	04
Circular bal., including side facing and tongue	0802
Stitching top facings, including cutting work:	
Plain	035
Two facings	045

Stitching silk labels on linings:

One to a pair	035
Sizes for labels	035

Folding by hand, including cementing and snipping:

Oxford	075
Round-top bal.	11

Folding, Boston foot-power machine, blucher

0325

Marking side row:

Bal., fancy	025
Blucher	025
Blucher, No. 3 side stitch	03
Blucher, No. 4 side stitch	035

Stitching side row:

No. 29	08
No. 18	08
Plain, one-needle machine	045
Plain, two-needle machine	045
No. 8	08
No. 3	08
No. 13	08
No. 4	11
No. 7, one row	05
No. 19	065
Perforated, No. 1 underlay fed in, bal.	06

Stitching side row including cutting work, oxford

04

Seaming up quarters:

Tops, zigzag	025
Tight seam, counters	03
Counters, zigzag	025

Seaming button-fly linings

035

Stitching tape on button-fly

03

Stitching leather linings

035

Rubbing by hand:

Quarters, one seam	015
Leather linings	015

Vamps:

One seam	015
Two seams	025

Button shoes, front seams (two operations)

02

Staying button-flies:

Two-needle machine	055
One-needle machine	08

Stitching backstays:

No. 8	055
No. 11	10
T	09

No. 14:

One operation without strap	10
With strap	11

To top, Nos. 1, 2, 8, 18	0575
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No. 17	065
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No. 17 with strap	075
-------------------	-----

Nos. 14 and 11 on bal.	06
------------------------	----

No. 15	065
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No. 17, through lining and inside backstay	08
--	----

No. 18, run straight off	08
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Narrow backstay, such as Nos. 25, 26, 27, 28, etc., where backstay material

comes in a roll and is stitched by two-needle machine

05

Stitching blucher foxings and counters to quarters:

Single-needle machine	19
Two-needle machine	14

	Per 12 Pairs.
Stitching blucher foxings and counters to quarters — <i>Con.</i>	
Foxed bal. or oxford, single-needle machine	\$0 25
Foxings, short stop	22
Hooking:	
Regular machine	025
With pieces	03
High-cut	025
Laying on, oxford	0625
First row (undertrimming):	
Blucher, seamed or laid on	13
Button with panel backstay	17
Cutting and making buttonholes: per 100, \$0.07.	
Finishing buttonholes: per 100, \$0.03.	
Stitching tips:	
Two rows, two-needle machine	0375
Three rows, three-needle machine	0375
Four rows, four-needle machine	04
Boxes	0425
No. 202 or four rows	075
Butted tips	0225
Seaming counters	0275
Seaming vamps	0275
Seaming vamps, two seams	055
Staying:	
Bal., button or oxford vamps, two-needle machine	0275
Whole-quarter tops, not to be cut back	035
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Trimming and lacing, blucher	02
Closing leather lining, old-style machine	035
Trimming ends after vamping	01

RIALTO SHOE COMPANY — LYNN.

NOVEMBER 9, 1922.

In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and cutters. (151)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.27 per 36 pairs shall be paid by the Rialto Shoe Company at Lynn for dinking inlays for tongues, two pieces to a pair, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

FIELD & FLINT COMPANY — BROCKTON.

NOVEMBER 23, 1922.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and solefasteners. (148)

The Board awards that the following prices shall be paid by Field & Flint Company at Brockton, when shoulder innersoles are used, for the work as there performed:

	Per 24 Pairs.
Goodyear welting	\$0 644
Roughrounding	288
Goodyear stitching:	
White or surface stitch	702
Fudge stitch	63

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HUCKINS & TEMPLE, INC. — MILFORD.

NOVEMBER 23, 1922.

In the matter of the joint applications for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (143, 182)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

	Per 12 Pairs.
Stitching No. 10 backstay	\$0 06
Roughrounding, samples; 1½ price.	
Undertrimming (no bar or strap), held-on work:	
Oxford, regular work, folded edge	1724
Oxford, regular work, plain edge	1724
Oxford, No. 3 fitting	1724
High-cut, No. 3 fitting	22
Bal., Cordovan, plain edge	22
Samples, 1½ price.	
Vamping: holding in right and left tongues, extra	02

STONE, TARLOW COMPANY, INC. — BROCKTON.

NOVEMBER 23, 1922.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and skivers. (147)

The Board awards that there shall be no change in the price paid by Stone, Tarlow Company, Inc., at Brockton for the "head skiver," so called; namely, \$31.50 per week.

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